

Procurement Department
Solicitation Addendum Three

Solicitation Number: 88-230035-JE
Solicitation Description: Temporary Staffing Agency Services
Opening Date and Time: February 16, 2024 at 2:00PM
Addendum Number: 3
Issue Date of Addendum: January 30, 2024
Purchasing Agent: Jennifer Ennis
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1. Response to Vendor Questions.

Return one properly executed copy of this addendum with bid response or prior to the Solicitation Opening Date/Time listed above. Failure to return a properly executed addendum may result in rejection of your proposal/bid.

EXECUTE ADDENDUM:

Offeror: _____
Authorized Signature: _____
Name and Titled (Typed): _____
Date: _____

No	Reference	Question	Central Piedmont Response
1	HUB PARTICIPATION, Pg 11	If we are a State of North Carolina certified Historically Underutilized Business, can we self perform to achieve the 10% goal?	Yes
2	SCOPE OF SERVICES, Pg 15	Are we required to bid on all fields (eg. Human Resources, Payroll, Finance etc.)	No
3	SCOPE OF SERVICES, Pg 15	Among the various fields mentioned what are your most commonly requested positions? What are the skills focused on for the recruiting?	Accounting & Finance; Skills are dependent on the specific position needed.
4	METHOD OF AWARD, Pg 25 & SECTION 9: CANDIDATE QUALIFICATIONS AND EXPERIENCE, Pg 26	Are the vendors required to submit key personnel resumes of our firm or we need to provide sample resumes of the candidates that will perform the scope of work? If we have to provide candidate resumes, can you please clarify for what job titles should be provide the candidate profiles/resumes?	Resumes are not required with bid submittal.
5	SCOPE OF SERVICES, Pg 15	Are the roles you are looking to fill able to work remotely/onsite/hybrid?	Primarily onsite , however it will be dependent on the specific position needed.
6	GENERAL	How many roles do you anticipate to recruit for yearly during this contract? Can you please share the minimum estimated hours per week for all job positions?	To be determined. This is the first time the college has sought temporary staffing services.
7	GENERAL	What is the new budget per year for this bid?	Budgets are dependent on the specific positions needed, which is unknown at this time.
8	GENERAL	Please provide the names of the Incumbent vendors for this contract? Can you please provide incumbent bid tabulation and/or pricing contract?	This is a new service, therefore there is not an incumbent.
9	GENERAL	Do you accept out of state Good Standing letter and business certifications?	For a contract to be awarded to you, your company (you) must be a North Carolina registered vendor in good standing.
10	GENERAL	What are any challenges or pain points with the present contract vendors?	This is a new service, therefore there is not an incumbent. No historical data is available
11	GENERAL	How many active contractors are working on this contract currently? Do you intend to move these contractors to	This is a new service, therefore there is not an incumbent.

		new vendors, if the incumbents are not awarded again?	
12	GENERAL	Can you please provide a copy of the proposals for the incumbents from the current contract?	This is a new service, therefore there is not an incumbent.
13	GENERAL	How many vendors do you intend to award?	To be determined
14	GENERAL	What is the turnaround time to fill the requested positions?	Timeline from resume to hire depends on the role, department, and quality of candidates, but typically between one to two months.
15	GENERAL	Are the roles you are looking to fill able to work remotely/onsite/hybrid?	Refer to question #5
16	GENERAL	What is the interview process like when accepting resumes?	Staff: it depends on the department, but generally, a phone screen, virtual interview, and onsite final interview. Faculty: phone screen, interview, final interview, and teaching demo.
17	GENERAL	How many interviews happen prior to offer? How long does it take from submitted a resume to interview to offer?	This depends on the department and the role. See response to question 16. Timeline from resume to hire also depends on the role, department, and quality of candidates, but typically between one to two months.
18	GENERAL	How will the job requests be shared among multiple awarded contractors?	The Position Request Response Form will be sent to two or more awarded firms and those responses will be evaluated in accordance with SECTION 5: METHOD OF AWARD as noted in the Position Request Response Form.
19	GENERAL	What is the tentative start date of this engagement?	The contract term shall begin on the date of final contract execution.
20	GENERAL	If the proposed candidates are not available at the time of award, will the agency allow us to provide replacement personnel with similar or more skills?	Yes

21	METHOD OF AWARD	What would be the number of awards you intend to give(approximate number)?	Refer to Question #13
22	PURPOSE AND BACKGROUND	Please provide us with an estimated NTE budget allocated for this contract.	Refer to Question #7
23	PURPOSE AND BACKGROUND	Is this an old contract or new contact?	This is a new service.
24	RFP SCHEDULE	What is the tentative start date of this engagement?	The contract term shall begin on the date of final contract execution.
25	CANDIDATE QUALIFICATIONS AND EXPERIENCE	What is the work location of the proposed candidates?	Refer to Question #5
26	PURPOSE AND BACKGROUND	Is this a new contract or are there any incumbents? If there is an incumbent, could you please let us know the incumbent name and pricing and are the incumbents eligible to submit the proposal again?	Refer to Question #10
27	PURPOSE AND BACKGROUND	Are there any pain points or issues with the current vendor(s)?	Refer to Question #10
28	PURPOSE AND BACKGROUND	Could you please share the previous spending on this contract, if any?	This is a new solicitation. No historical data is available to indicate previous spend based on positions, etc.
29	HUB PARTICIPATION	Is subcontracting a mandatory requirement for this contract? If yes, can we replace a subcontractor after an award?	No
30	PURPOSE AND BACKGROUND	How many positions were used in the previous contract?	This is a new solicitation. No historical data is available.
31	PURPOSE AND BACKGROUND	How many positions will be required per year or throughout the contract term?	Will vary. Employment services will be on an as needed basis by the College.
32	ATTACHMENT A: COST PROPOSAL	Can we provide hourly rate ranges for the given positions?	Yes
33	CANDIDATE QUALIFICATIONS AND EXPERIENCE	Is it entirely onsite work or can it be done remotely to some extent / Does the services need to be delivered onsite or is there a possibility for remote operations and performance?	Refer to Question #5
34	CANDIDATE QUALIFICATIONS AND EXPERIENCE	Are resumes required at the time of proposal submission? If yes, Do we need to submit the actual resumes for proposed candidates or can we submit the sample resumes?	Refer to Question #4

35	General Question	Could you please provide the list of holidays? Are there any mandated Paid Time Off, Vacation, etc.?	New Year's Day MLK Jr. Day Good Friday Memorial Day July 4th Labor Day Thanksgiving Day after Thanksgiving College closure typically around Dec. 22/23 to New Year's Day No mandated PTO not already otherwise listed above.
36	General Question	We recently submitted a proposal to the NC Community College System, which has yet to be awarded. There are similar labor categories and requirements in that procurement. Is it possible that CPCC will utilize that contract?	Unknown at this time.
37	General Question	Has CPCC had a stand alone contract in the past or have you utilized a community college system contract?	No
38	General Question	If this is not a new requirement, who are the vendors that are currently providing these services?	Refer to Question #11
39	General Question	What has CPCC spent on these services over the past 3 years?	Refer to Question #8
40	General Question	What are the current hourly bill rates or mark-up percentage that CPCC spends for each position?	Refer to Question #8
41	General Question	How many positions has CPCC requested in the last 3 years?	This is a new solicitation. No historical data is available.
42	General Question	What has been the average or typical duration (in days, months, or hours) for positions requested in the past?	Unknown. This is the first time the college has sought temporary staffing services.
43	General Question	What percentage of temporary personnel has CPCC converted to full time employees in the past?	N/A – This is a new service.
44	Position Request Response Form	What is the required response time from when CPCC makes a request for a temporary contractor to when a vendor is expected provide candidates?	This will be dependent on the criticality of the position needed and the requested due date will be noted on the Position Request Response Form.
45	Attachment I	How will CPCC choose a candidate from one the awarded vendors? Since, vendors	Refer to Question #18

		will have different rates and candidates with different skills and experience.	
46	Section 4.4	Does the client's evaluation process provide an advantage of any kind for local businesses?	No
47	General Questions	Has CPCC ever awarded this work to a non-local vendor?	This is a new service.
48	General Questions	Will that contract allow a vendor to bill for overtime, even in just cases of travel?	Generally, no - overtime is not allowed at the College without prior approval from Unit VP and we would pay out comp time in most cases. Travel is very limited with the College since our locations are within the same County, and any travel needs prior approval.
49	General Questions	What is most important to CPCC when choosing a temporary staffing vendor to partner with?	Experience, responsiveness of firm, availability of qualified candidates and pricing.
50	Attachment A	For completing the Cost Proposal, do we need to provide each position or just ranges for the overall categories?	A range since each position needed will not be identified until the need arises during the term of the contract.
51	Attachment D	Please clarify if 10% HUB participation is mandatory.	No
52	Section 3.5	Section 3.5 c) states that proposal contents should include, "Completed and signed version of all EXECUTION PAGES, along with the body of the RFP." Can you please clarify whether or not you want all 28 pages of the solicitation included in our proposal response? If so, do we need to complete the top portion which states Vendor: _____? Should we put our name on every single page?	Yes, the entire RFP needs to be included and the vendor name should be on the top of each page.
53	General Questions	The subsection after 5.0, shows 4.1 Pricing (instead of 5.1), and so on. Can you please provide a revised solicitation with the correct numbering?	See attached.
54	General Questions	Can you please provide clarity on how our proposals should be outlined/addressed? It is unclear as to whether or not you want a specific response to section 5.0 (2 nd instance) – 5.6. If you do want a specific response to each of these sections, please explain the	Within your RFP response, please include documentation confirming your agency has the capability to meet the specifications and scope of work as noted in Section

		difference in our response to 5.1, 5.2, 5.3 and 5.6.	5. Note 5.5 and 5.6 specifically note specific items that are to be included in the response.
55	ATTACHMENT A: COST PROPOSAL Page 19	Could you please share the Positions Titles to be filled under the Position Categories?	This is the first time the college has sought a temporary staffing agency, therefore we will not know the position title until the need arises.
56	ATTACHMENT A: COST PROPOSAL Page 19	Could you please share the Job Descriptions to Position Titles?	These will be shared at the time the need arises, through the Position Request Response Form.
57	Completed and signed version of all EXECUTION PAGES, along with the body of the RFP Page 9	What do we need to submit under this section? Do we need to fill in the vendor name in each RFP page and attach to this Section?	The entire RFP needs to be returned and pages that require completion, signature, etc. need to be completed. Yes, Vendor name goes at the top of each page where "Vendor: ____" is noted.
58	General Questions	When is the anticipated start date?	Refer to Question #24
59	General Questions	Does this venture require bonding?	No
60	General Questions	Are bidders required to have an office in a certain radius?	No, however for a contract to be awarded to you, your company (you) must be a North Carolina registered vendor in good standing
61	General Questions	What is the anticipated cost of this venture?	Refer to Question #7
62	General Questions	If this is not a new venture, what was the previous costs for these services?	Refer to Question #8
63	General Questions	What are the pay rates or does vendor determine pay rates?	Vendor to determine
64	General Questions	Are vendors required to bid to fill all positions?	No
65	General Questions	Are there specific certifications or state registrations required to bid on this venture?	For a contract to be awarded to you, your company (you) must be a North Carolina registered vendor in good standing.
66	General Questions	Are vendors able to acquire state certifications directly following being awarded this contract?	For a contract to be awarded to you, your company (you) must be a North Carolina registered vendor in good standing, however

			specific certifications are noted in the bid as being required, must be confirmed with the bid response.
67	General Questions	What are your payment terms?	Refer to #9 of the NORTH CAROLINA GENERAL TERMS & CONDITIONS.
68	General Questions	What is the anticipated award date for this contract?	To be determined.
69	ATTACHMENT A-COST PROPOSAL, Page# 19	Please confirm when submitting ATTACHMENT A, may vendors include an additional sheet adhering to the table format for each of the categories being offered? For how many positions within each category do you want vendors to submit pricing? (e.g for the category of Human Resources, how many position titles do you want vendors to list or price out?).	Yes, 3 or more of your most requested positions.
70	PROPOSAL CONTENTS, Page# 7	Could you kindly clarify which specific pages are regarded as execution pages for the requirement “Completed and signed version of all EXECUTION PAGES, along with the body of the RFP”? Could you please confirm whether the term “Specifications” in the requirement “e) Vendor’s Proposal addressing all Specifications of this RFP” is exclusively referring to Section 5 - Specifications and Scope of Work - page#16, or Section 5 – Requirements - page#12, or both?	Execution pages are those that are noted as being returned and signed, as applicable. It is the firm's responsibility to review and respond accordingly. e) refers to Section 5.0, Specifications and Scope of Work, however the Requirements section (revised 4.0 reference) includes specific sections that will be evaluated as noted in the Evaluation Criteria.
71	PROPOSAL SUBMITTAL, Page# 7	What is the preferred method for vendors to submit their proposals on the eVP Portal? Should all the items outlined in Section 3. 5- Proposal Content be combined into a single PDF file, or should separate files be uploaded for each specified item?	The eVP portal may allow multiple documents to be uploaded. The college doesn’t have a preference (i.e. single or multiple), however you need to adhere to any eVP file submission or size requirements.
72	ATTACHMENT H-CERTIFICATE OF INSURANCE	Could you please confirm whether a COI indicating College as additional insurer is required to be submitted along with the	A COI evidencing required coverage is sufficient for the bid submission, however

	REQUIREMENTS, Page# 21	response or if it should be provided after the contract is awarded?	awarded firms will be required to provide the updated COI (per all college COI requirements) within a college specified period of time.
73	ATTACHMENT I: POSITION REQUEST FORM, Page# 23	Could you please clarify the instructions regarding ATTACHMENT I: POSITION REQUEST FORM, which states it is for example/reference purposes only and not for response; however, it also mentions that the “Failure to execute/sign offer prior to submittal shall render the Scope Statement invalid”; Could you provide guidance on whether vendors are required to sign and fill out Attachment I and submit it with the response?	This form is only for reference and does not need to be completed as part of your response. This is the form that will be used when the college has a position that needs to be filled. It will be sent at least two (2) awarded Vendor(s) at the time the need arises to fill a vacancy.
74	ATTACHMENT I SECTION 10; Page Number:26	What is the Budget for this project?	Refer to Question #7
75	ATTACHMENT I SECTION 9; Page Number:26	Do we need to provide candidate resumes?	Yes - see answer to #34.
76	ATTACHMENT I SECTION 10; Page Number:26	Could you please let us know the previous spending on this contract?	Refer to Question #8
77	ATTACHMENT I SECTION 10; Page Number:26	Please provide incumbent information and current bill rates for contracts in place for similar services.	Refer to Question #8
78	ATTACHMENT I SECTION 2; Page Number: 24	What are your most utilized job titles?	Refer to Question #3
79	RFP Section: Proposal Questions; Page Number: 6	Are there any particular concerns or considerations applicants should be aware of when preparing and submitting their proposals?	No, however note other questions within this addendum pertaining proposal format.
80	RFP Section: Proposal Contents Page Number: 7	Is this a new initiative? If not, please provide the names of the current vendor(s) providing the services.	Refer to Question #8
81	Section Evaluation Criteria, page 10	Will you award this contract to the lowest responsive bidders? Please confirm.	Refer to Evaluation Criteria / Evaluation Method noted in the bid.
82	Section Evaluation Criteria, page 11	We are a Virginia-based MBE firm certified by NMSDC, are we qualified to bid as an HUB?	You would need to be registered as an MBE in North Carolina. Refer to the NC HUB Office’s website for more information regarding certifying

			agencies. https://www.doa.nc.gov/divisions/historically-underutilized-businesses-hub
83	Section Evaluation Criteria, page 11	If not, can you please share the list/directory of qualified HUB?	Refer to Question #82
84	Section SCOPE OF SERVICES, page 15	How many positions are required under this contract?	Unknown
85	Section SCOPE OF SERVICES, page 15	How many positions are currently open?	To be determined.
86	Section SCOPE OF SERVICES, page 15	How many positions are currently used in a single day? Please give rough estimate.	To be determined.
87	Section SCOPE OF SERVICES, page 15	Out of mentioned staffing positions, what are the most filled positions? Please share.	Refer to Question #3
88	Section SCOPE OF SERVICES, page 15	Can you please provide Job descriptions and qualification for all the categories?	Refer to Question \$56
89	Attachment A, page 19	What would be the shift timings for the given positions?	It depends on the position, but most would be within regular business hours.
90	Attachment A, page 19	What would be the estimated hours for given positions?	Refer to Question #42
91	Attachment A, page 19	What is weekend and holiday shift work rate policy of County such as 1.5-time standard hourly rate? Please confirm.	We don't have a weekend work rate.
92	Attachment A, page 19	Do we need to provide hourly rate or fully burdened hourly rate? Please confirm.	Fully burdened hourly rate
93	Attachment A, page 21	Do we have to provide Sample Insurance Certificate with the proposal response? Please confirm.	Refer to question #72
94	eVP website	On the evp portal, we are getting a message that "Only Vendors registered for eProcurement with the State of North Carolina's Electronic Vendor Portal can respond to this type of Solicitation." We are already registered in North Carolina's Electronic Vendor Portal, so what can we do to respond to this RFP?	If you are actively registered with https://evp.nc.gov/ , you should be able to submit a bid response. Any technical issues with the eVP platform, the NC E-Procurement office should be able to assist.
95	General	Is this a re-compete RFP? If yes, a. Could you please share the name of Current Suppliers (who are currently providing services to Agency)? b. Could you please share current Supplier's pricing and Proposals? c. How many awards were made in the Past? d. When was the existing contract started, and what is the annual monetary spent value of the current	Refer to Question #28

		<p>contract since inception?</p> <p>e. How many resources are currently engaged in the current contract?</p> <p>f. Can you please share the no. of positions served in previous years under this contract?</p> <p>g. Can you please share the amount of business each vendor did under this contract in previous years?</p> <p>h. Is there any issue that the agency is currently facing with the incumbents?</p> <p>i. Are incumbents allowed to bid on this RFP? Please confirm.</p> <p>j. Please share the historical spending for the year 2021 and 2022?</p> <p>How many positions were used in year 2021 and 2022?</p>	
96	General	What will be the estimated annual budget for this project?	Refer to Question #7
97	General	Can you share details from where we can get old RFP details?	Refer to question #8
98	General	Can you please tell us where we can see the records for the old contract?	This is a new service. There is not a contract in place at this time.
99	General	Can you please share the email id/details where we can raise the public record request for old RFP?	This is a new service and a new RFP.
100	General	Will the agency be giving any preference to local vendors? Please confirm.	No
101	General	In order to be responsive, is it mandatory to have physical office in the State? Please confirm.	Refer to Question #60
102	General	In order to be responsive, is it mandatory to provide Business Registration Certificate (BRC) with the proposal response? Please confirm.	No
103	General	Can we provide BRC certificate after the award? Please confirm.	This may be a condition of contract award, therefore, if requested, would need to be provided prior to an award.
104	General	Will bidder be responsible for providing qualified staff and managing payroll of professionals or the Department will manage the projects? Please confirm.	The Temporary Staffing Agency is responsible.
105	General	Who is the incumbent?	Refer to Question #8
106	General	Are they eligible to rebid on this event?	Refer to Question #8
107	General	How many vendors will be selected?	Refer to Question #13

108	General	Does this bid also include direct hire placement or just temporary placement with conversion?	Temporary placement with conversion
109	Attachment A: Cost Proposal, Page Number - 19	Please provide Job Descriptions for the positions that you may be asking for.	Refer to Question #56
110	Attachment A: Cost Proposal, Page Number - 19	Could we provide a general markup percentage for these positions? Job market wages have been fluctuating vastly over the past several months.	Cost plus percentage of cost contracts are typically defined as contracts under which the vendor receives payment for indeterminate costs plus a stated percentage or amount of profit based upon such costs. This pricing structure may not be used for any purpose, except as provided in G.S. 18C-150. G.S.143-52(c).
111	General - pg 15	Could you specify the current number of IT/Professional Services contractors working at Central Piedmont at any given time?	None at this time.
112	General - pg 15	Is it possible to provide an approximate yearly spend that Central Piedmont allocates for Staffing Services?	Refer to Question #7
113	General - pg 15	For the upcoming year, 2024, is there a designated project budget for Staffing Services that we should be aware of?	Refer to Question #7
114	General - pg 15	Regarding existing service providers, do you currently have incumbent vendors? If so, is there a target number of vendors you are looking to engage to support your requirements?	Refer to Question # 8 and #13
115	Scope of Services - pg 16	Could there be additional details that show the basic professional requirements needed for each.	Refer to Question #56
116	General	The NCCCS had a solicitation that sought Temporary Staffing Agency Services for all the 58 community colleges including CPCC. Is this RFP totally separate from that one?	Yes, this is a separate RFP.
117	Attachment A	The Attachment A list only the range of position categories but the table format asks for position title, level, and description. Where do we find that information?	This information is based on the temporary staffing agencies standard positions offered.
118	Attachment A	Is the rate range request based on hourly or annual rates?	Hourly
119	Attachment G	Certification of Financial Condition – Is that form to be completed by a CPA?	This Certification must be signed by an

			individual authorized to speak for the Vendor.
120	Insurance Requirements, Page 14	Do we have to provide the Certificate of Insurance along with the Proposal?	Refer to question #72
121	Scope Of Services , 15	Is it necessary to bid on all categories?	No
122	Method Of Award and Proposal Evaluation Process, Page 8	Please confirm the anticipated number of awards and will there be any local preference? Will the contract be awarded to lowest bidders?	Number of awards is to be determined. Refer to the Evaluation Criteria of the RFP.
123	HUB Participation Page 11	We don't qualify as HUB certified entity, can we perform the subcontracting to meet the HUB participation goal?	Yes, however subcontracting is not a requirement.
124	References, Page 12	Can we provide the Government and commercial references?	Yes
125	General Question	Please confirm the anticipated budget?	Refer to Question #7
126	General Question	Is this a new contract or are there any incumbents?	This is a new service, therefore there is not an incumbent.
127	General Question	Could you please share the previous spending on this contract, if any?	N/A
128	General Question	Do we have to adhere to Proposal Contents or Section 5.0 Requirements for proposal preparation?	Follow the outline of Proposal Contents, however the Requirements section has several sections that are being evaluated as noted in the Evaluation Criteria, so they will need to be addressed within your response as well.
129	Section 1.0, page 6	Is there an existing contract? If so, who is the incumbent(s), and how long have they been providing the requested services? What is the current incumbent's rate(s)?	This is a new service, therefore there is not an incumbent.
130	Section 1.0, page 6	To what extent, if any, will the location of the bidder's proposed location or headquarters have a bearing on the award?	Refer to Question #60
131	Purpose and Background, page 6	Has the district ever awarded work to a non-local vendor?	N/A - This is a new service.
132	Purpose and Background, page 6	What is the projected budget/spend on these services?	Refer to Question #7
133	SCOPE OF SERVICES, page 16	Do we have to bid on all positions?	No
134	SCOPE OF SERVICES, page 16	What is the expected length of the assignments?	Dependent upon the position.
135	SCOPE OF SERVICES, page 16	Are these full-time or part-time hours?	Dependent upon the position.
136	SCOPE OF SERVICES, page 16	What hours will be required?	Dependent upon the position.
137	SCOPE OF SERVICES, page 16	Is there a list of positions typically needed within each category?	Refer to Question #56

138	POSITION REQUEST RESPONSE FORM PROCESS, page 17	How much lead time is provided when resources/staff are needed?	Refer to Question #44
139	Page 20, Attachment A	Where can we find the 'Position Description' values for the column on the pricing sheet? Is a job description available for each role?	This information is based on the temporary staffing agencies standard positions offered.
140	Attachment A	Where can we find the 'Position Level' values for the column on the pricing sheet? Is a position level available for each role?	This information is based on the temporary staffing agencies standard positions offered
141	RFP Section 1.1, Page 5	Question: Is this a new initiative? If not, please provide the names of the current vendor(s) providing the services.	Refer to question #8
142	Contract Term, Page 5	Can you let us know the previous spending of this contract? What is the anticipated annual and total spend for this contract?	Refer to question #7
143	SPECIFICATIONS AND SCOPE OF WORK, Page Number 15	Are there any pain points or issues with the current vendor(s)?	Refer to Question #10
144	SPECIFICATIONS AND SCOPE OF WORK, Page Number 15	Is work entirely onsite or can some positions be done remotely to some extent / Do the services need to be onsite or is there a possibility for remote operations and performance?	Refer to Question #5
145	SPECIFICATIONS AND SCOPE OF WORK, Page Number 15	Can we propose more specific labor categories within the disciplines provided?	Yes
146	RFP Schedule, Page 6	What is the tentative start date of this contract?	Refer to question #24
147	Method of Award , Page 8	What is the process when contract is awarded if there are several awardees in sharing the open requisitions?	Refer to Question #18
148	SPECIFICATIONS AND SCOPE OF WORK, Page Number 15	Will CPCC provide detailed job descriptions for the positions sought in the solicitation?	Refer to Question #56
149	Invoices, Page 11	What are the payment terms?	Refer to #9 of the NORTH CAROLINA GENERAL TERMS & CONDITIONS.
150	Attachment A, Page 19	For minimum and maximum rates, do we need to provide the pay rates or bill rate and may we provide a range for pricing?	Bill Rate
151	Attachment A, Page 19	Are there minimum estimated hours for job positions (ex: 40 hours FT or 20 hours PT)?	Refer to Question #42
152	Attachment A, Page 19	Are vendors required to bid on all positions?	No
153	Attachment A, Page 19	Does CPCC have tenure limits for contingent labor?	No
154	Proposal Contents, Page 7	Are wet ink signatures or digital signatures required for the proposal?	Either is acceptable.
155	General	Is this RFP a re-compete? If so: a. Could you please provide the names of current suppliers	Refer to question #95

		<p>currently providing services to the agency?</p> <p>b. Could you please share current supplier pricing and proposals?</p> <p>c. When did the existing contract start, and what is the annual monetary spend value of the current contract since inception?</p> <p>d. How many resources are currently engaged in the current contract?</p> <p>e. Can you please share the number of positions served in previous years under this contract?</p> <p>f. Can you please share the amount of business each vendor conducted under this contract in previous years?</p>	
156	General	Is there any local preference for this contract?	Refer to Question #60
157	General	What will be the estimated annual budget for this project?	Refer to Question #7
158	General	Will you accept references from both public and commercial entities?	Refer to Question #124
159	General	How many positions can we expect under this contract throughout the given term?	Refer to Question #6
160	General	What are the shift timings for the given positions?	Refer to Question #89
161	General	Can you please confirm the most commonly filled positions under this contract?	Refer to Question #3
162	Page 2 of the main solicitation document	Vendors are required to submit their "Vendor eVP#," could you please confirm if the "Vendor eVP#" and the Customer Number mentioned on the vendor's profile in the portal (https://vendor.ncgov.com/vendor/login) are the same? Please confirm.	Yes, they are the same.
163	Response document format	As the solicitation document requires the vendor's name on the right top corner of each page, do we have to return the whole solicitation document along with our proposal documents? Please confirm.	Yes
164	PROPOSAL CONTENTS, (page 7-8)	In reference to "3.5 PROPOSAL CONTENTS," could you please provide the list of sections the vendors need to respond to in "e) Vendor's Proposal	Refer to Question #54

		addressing all Specifications of this RFP."?	
165	PROPOSAL CONTENTS, (page 7-8)	As there are certain sections within the solicitation document that require vendors to submit particular information in their response, will the college accept if we respond to those sections in a separate document?	Yes, however for the purpose of evaluations, the response shall be clearly noted.
166	METHOD OF AWARD (Page 8)	How many awards does the college intend to make?	Refer to Question #6
167	METHOD OF AWARD (Page 8)	Will the college make different awards for each position category? Please confirm.	Refer to Question #6
168	METHOD OF AWARD (Page 8)	Will there be any primary, secondary, and tertiary levels of categorization for the awarded contract?	No
169	METHOD OF AWARD (Page 8)	As the college has mentioned that the award will be made on the basis of "best value," will the college share requisitions with all the awarded vendors simultaneously? Please confirm.	Refer to Question #18
170	METHOD OF AWARD (Page 8)	Will the college share the requisitions with the lowest bidder among the selected vendors? Please confirm.	Refer to Question #18
171	HUB PARTICIPATION (Page 11-12)	As there is a goal of 10% utilization of diverse firms for the resulting contract, does a vendor need to subcontract 10% of business under this contract only with HUB certified agencies? Please confirm.	No
172	HUB PARTICIPATION (Page 11-12)	Is it mandatory to subcontract 10% of the total business with HUB certified agencies?	No
173	HUB PARTICIPATION (Page 11-12)	Could you please provide a list or directory of potential subcontractors?	Refer to Question #82
174	TEMPORARY TO PERMANENT EMPLOYMENT TRANSITION (page 18)	As in section 6.9 in the main solicitation document directs that "the Vendor shall provide in its response the transition fees and polices" but the buyout fee has already provided in this same section. Do vendors still need to provide their transition fees and policies regarding temporary to permanent hiring?	No
175	TEMPORARY TO PERMANENT EMPLOYMENT TRANSITION (page 18)	If we agree and acknowledge our acceptance of the conversion rate mentioned in section 6.9, given by the college, do we still need to provide our separate conversion or transition rates? Please confirm.	No

176	ATTACHMENT A: COST PROPOSAL (Page 19)	In the format provided under Attachment A, the vendor needs to provide pricing for proposed "Position Title" under each "Position Category," which is mentioned in the bid category. However, no specific titles are specified in the bid document. Could you please provide a list of the most commonly required job titles under each job category?	Refer to Question #117
177	ATTACHMENT A: COST PROPOSAL (Page 19)	As our firm provides multiple job titles in various categories required by the college, and their pricing depends on the level of experience, expertise, and locations of work performance required by our clients, the pricing will become a very lengthy document in itself. Could you please provide a list of job titles required by the college under each position category so that the pricing does not become a lengthy document?	Refer to Question #117
178	ATTACHMENT A: COST PROPOSAL (Page 19)	Could you please provide the "Position Title," "Position Level," and "Position Description" in Attachment A?	Refer to Question #117
179	ATTACHMENT A: COST PROPOSAL (Page 19)	Could you please confirm for which category the college expects the most staffing requirements?	Refer to Question #3
180	ATTACHMENT A: COST PROPOSAL (Page 19)	Do we need to provide our pay rates or bill rates in Attachment A?	Bill Rates
181	ATTACHMENT A: COST PROPOSAL (Page 19)	Could you please provide a list of the most commonly filled positions under each position category?	Refer to Question #3
182	ATTACHMENT A: COST PROPOSAL (Page 19)	Will the college accept it if we submit our markup percentage over pay rates for each category in the pricing required in Attachment A?	Refer to Question #110
183	ATTACHMENT A: COST PROPOSAL (Page 19)	Is bidding on all the categories a mandatory requirement? Please confirm.	No
184	ATTACHMENT A: COST PROPOSAL (Page 19)	Will the college prefer to award the contract to a vendor who has bid on all or most of the categories over those who have bid on particular or fewer categories?	No preference, bidding on all is not required.
185	LOBBYING ACTIVITY CERTIFICATION FOR FEDERAL GRANTS (page 27)	As our firm has not been involved in any lobbying activities ever, can we just mark "NOT APPLIED" on the required "OMB STANDARD FORM LLL" form and submit it with our response document? Please confirm.	This form must be completed in its entirety.

186	LOBBYING ACTIVITY CERTIFICATION FOR FEDERAL GRANTS (page 27)	As our firm has not been involved in any lobbying activities, do we still need to submit a signed "OMB STANDARD FORM LLL" form? Please confirm.	Refer to Question #185
187	General	Will you be awarding contracts only to North Carolina base companies?	Refer to Question #60
188	General	Can you confirm it will be 2 awarded vendors to provide staffing services?	Refer to Question #13, however the Position Request Response Form will be sent to two or more awarded firms as the need for a position arises.
189	General	Do you have an expected budget or approximately how many positions will need to be filled roughly per month?	Refer to Question #7
190	General	Is there a busy season when it comes to staffing needs?	All year
191	General	Have you used other staffing agencies in the past?	No
192	General	If you have used staffing agencies in the past, can you share any pain points from your experience?	N/A
193	General	If applicable, who is the incumbent for these services and for how long have they served Central Piedmont in this capacity?	This is a new service, therefore there is not an incumbent.
194	General	What are Central Piedmont's current [APPLICABLE RATES] for the positions listed in the solicitation?	This is a new service, therefore this doesn't apply.
195	General	Can conversion fees &/or Direct Hire fees be added to our pricing?	Yes
196	General	Is Central Piedmont's historical usage and yearly spend for this contract during the past three (3) years?	Refer to Question #10
197	General	What is the anticipated annual and total spend for this contract?	Refer to Question #7
198	General	How many awards does Central Piedmont anticipate making?	Refer to Question #13
199	General	Federal Funding/SCA/Davis Bacon Act Applicable?	Unsure of the question, however the college may from time to time use federal funds to fund a position.
200	General	How will orders be released for this award? Is each department responsible for reaching out to awarded vendor(s) with their needs? Is ordering done from HR only via Email release or in a portal?	The process will be further defined once the contract is awarded, however HR will be included in the process.
201	General	When does Central Piedmont anticipate completing its evaluation and notifying respondents of its recommended awardee(s)?	To be determined

202	General	Are respondents required to bid on all positions in order to be deemed responsive?	No
203	General	If not all-or nothing, will bidding on only select positions negatively impact respondents' evaluation score?	No
204	General	Will Central Piedmont provide detailed job descriptions for the positions listed in the solicitation?	Refer to Question #56
205	BACKGROUND CHECKS	What specific background checks and/or drug screens are required of the temporary staff?	Criminal background checks performed for all employees. Credit checks performed for those handling money or with access to financials. Preferably, the vendor would run these checks and screen the applicants and/or let Central Piedmont Human Resources know if there were any "hits" on the checks. If the vendor cannot run the background check, vendor should let Central Piedmont know and it should be included in its bid.
206	BACKGROUND CHECKS	To ensure FCRA compliance, it is our company's policy to provide clients with an attestation of completion of background check pursuant to client's requirements, but not the actual results. Will Central Piedmont accept letters of attestation in lieu of actual background check results?	Yes. The background check review requirements should be discussed with Central Piedmont Human Resources upon award.
207	Background Checks /Attachment A	Will respondents be allowed to pass through the costs for background checks and drug screens (at no additional markup) to Central Piedmont?	Possibly, but this information should be included in the bid.
208	General	Will respondents be disqualified or adversely impacted during the evaluation process if they were to submit exceptions to Central Piedmont?	It will depend on the exceptions that are being made.
209	General	With respect to Affordable Care Act (ACA) costs, would Central Piedmont prefer these charges as a separate line item on the invoices, or instead incorporated directly into each respondent's proposed rates? Please clarify.	Include all costs in the bill rate.
210	General	Although this bid may not have any notarization requirements, this is a	Nothing in this RFP requires notarization.

		general question. As North Carolina <u>has not</u> approved notaries to conduct RON (remote online notary) services. However, <u>If</u> this bid <u>did/does</u> include documents that required notarization, would documents completed by certified notary through a Remote Online Notary (RON) service be accepted?	
211	General	If government-mandated costs or expenses are enacted during the contract term, will respondents be allowed to request rate increases to cover these higher rates?	Yes
212	Attachment A	Is it possible to submit Attachment A as a separate excel spreadsheet, or would you like the table format suggested incorporated in the technical proposal?	While the college is not opposed to an excel spreadsheet, you must adhere to the acceptable file types noted for the eVP portal. Excel may not be an acceptable file type for bid submission. Therefore, Attachment A may need to be included in the proposal submission.
213	Scope of Services	This section mentions that temporary employees shall meet the minimum requirements of each role of which they will be hired. What are the minimum requirements for each of these LCAT's?	Refer to Question #56
214	Attachment A: Cost Proposal	Can you help us understand what you are looking for in our response? Having not had the opportunity to work with the College in these LCATS previously, we are unaware of what level of candidates are typically needed. In order to quote the most accurate rates, we would need a better understanding of what LCATS you would like us to quote to include a formal job description or at least minimum requirements.	Refer to Question #56
215	Attachment A: Cost Proposal	Is the college open to providing a range of FTE salaries bands for each category so we can ensure any temporary employees we place are within FTE budget should they be considered for conversion?	This can be discussed and provided as necessary if an employee is being considered for conversion.
216	HUB PARTICIPATION. Pages 11-12	Is it mandatory to use a subcontractor to bid on this solicitation?	No
217	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	How many vendors is Central Piedmont planning to award?	Number of awards is to be determined.

			Refer to the Evaluation Criteria of the RFP.
218	HUB PARTICIPATION. Pages 11-12. Under section 4.4 HUB Participation.	If vendors are an MBE certified firm by the State of California, will that certification be enough to suffice this requirement?	Refer to question #82
219	Vendor Experience. Page 12. Under section 4.5 Vendor Experience.	Could Central Piedmont please confirm that vendors have to provide qualifications and experience of the key personnel who will be in charge of managing the State's account?	Yes
220	Background Check. Page 12.	Do vendors have to attach the point 4.7 Background Check within the technical response, since there is an agreement section?	The reference noted in this section is not a separate agreement. The vendor will need to select "yes" as confirmation that they agree to the requirements of section 4.7.
221	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	Could Central Piedmont please clarify if vendors can bind on just one category?	Refer to Question #2
222	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	Is Central Piedmont looking for vendors to bid on all the categories?	Refer to Question #2
223	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	Can vendors provide temporary staffing services only for the Information Technology category without being disqualified?	Refer to Question #2
224	CONTRACT MANAGER AND CUSTOMER SERVICE.	Do vendors have to attach point 6.1 Contract Manager and Customer Service within the Technical Response?	Yes, this can be included with the Technical Approach.
225	ATTACHMENTS. Page 19.	Attachment A Cost Proposal, could Central Piedmont please clarify if vendors have to provide their catalog of positions?	Refer to Question #56
226	ATTACHMENTS. Page 19	Attachment A Cost Proposal, could Central Piedmont please clarify if vendors can change the format to add more rows in that table to add the positions?	Additional rows are permitted.
227	CANDIDATE QUALIFICATIONS AND EXPERIENCE. Page 26.	Could Central Piedmont confirm that vendors do not have to submit resumes for the categories listed in this solicitation with the technical response?	Refer to Question #4
228	PROJECT ORGANIZATION. Page 16.	Could Central Piedmont please clarify under which section vendors have to include their IT Staffing Approach?	Technical Approach
229	TECHNICAL APPROACH. Page 16.	Could Central Piedmont please clarify the outline/requirements for the technical response, since it is not clear in the solicitation document?	Refer to Question #54,
230	TECHNICAL APPROACH. Page 16.	Could Central Piedmont please indicate where vendors can find the technical response format in the solicitation document?	There is no specific format to be used when responding to the Technical Approach. Firms will need to make

			sure their response is clearly marked, however.
231	TECHNICAL APPROACH. Page 16.	Could Central Piedmont please clarify the sections that have to be addressed in the technical response?	Refer to Question #54
232	TECHNICAL APPROACH. Page 16.	Do vendors have to include the section 10 Cost and Project hours in the technical response? if yes, can vendors add more rows to that table?	Yes
233	TECHNICAL APPROACH. Page 16.	Could Central Piedmont please confirm if section 5 Requirements is the format that vendors have to follow to create the technical response?	SPECIFICATIONS AND SCOPE OF WORK
234	REQUIREMENTS. Page 11.	Could Central Piedmont please clarify the numbering of the sections, if sections 4.1 to 4.11 are subsections of section 5?	See RFP attached with updating formatting.
235	GENERAL INFORMATION. Page 5.	What is the total allocated budget for this contract?	Refer to Question #7
236	GENERAL INFORMATION. Page 5.	What has been the contract spend over the past three years?	N/A - This is a new service.
237	GENERAL INFORMATION. Page 5.	Is this a new initiative? If not, could Central Piedmont please provide the incumbent information?	This is a new service, therefore there is not an incumbent.
238	TECHNICAL APPROACH. Page 16.	Is there a specific format for the proposal response (font size, font type, spacing, etc.)?	No
239	GENERAL INFORMATION. Page 5.	What is the total not-to-exceed (NTE) budget for this contract?	Refer to Question #7
240	REFERENCES. Page 12.	Can firms provide commercial references?	Refer to Question #124
241	REFERENCES. Page 12.	Are commercial references accepted?	Refer to Question #124
242	REFERENCES. Page 12.	Can firms provide ongoing contracts as references?	Yes
243	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	Is Central Piedmont looking for firms to recruit the requested positions or for firms to provide in-house personnel to perform the services?	Recruit the requested positions
244	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	Could Central Piedmont please provide the positions for the Information Technology Category?	Refer to Question #56
245	SPECIFICATIONS AND SCOPE OF WORK. Page 15.	Do vendors have to provide their catalog of positions per category?	Refer to Question #56
246	TECHNICAL APPROACH. Page 16.	Are electronic signatures allowed?	Yes
247	ATTACHMENTS. Page 19	Could Central Piedmont please confirm the required forms that must be submitted with the proposal?	Refer to Question #70
248	ATTACHMENTS. Page 19.	Could Central Piedmont clarify if it is necessary to notarize any form? If yes, which ones?	N/A

249	SPECIFICATIONS AND SCOPE OF WORK. Page 15	Does Central Piedmont accept remote resources to work on this engagement?	Refer to Question #5
250	SPECIFICATIONS AND SCOPE OF WORK. Page 15	Does Central Piedmont accept offshore resources to work on this engagement?	The State will evaluate the additional risks, costs, and other factors associated with the utilization of workers outside of the United States prior to making an award.
251	SPECIFICATIONS AND SCOPE OF WORK. Page 15	Does Central Piedmont prefer on-site resources to execute this engagement?	Refer to Question #5
252	TASKS/DELIVERABLES, Page 16.	Could Central Piedmont please confirm the anticipated number of requirements per year?	Refer to Question #31
253	ATTACHMENTS. Page 19.	Is the W-9 necessary with the proposal response?	No
254	ATTACHMENTS. Page 19.	Is it required to provide the Good Standing Certificate alongside the proposal response?	No
255	TASKS/DELIVERABLES, Page 16.	Could Central Piedmont kindly provide information regarding the anticipated form in which task orders will be released, specifying whether it will be through email, portal, or any other designated method?	Likely through email.
256	ATTACHMENTS. Page 19.	Could Central Piedmont kindly clarify the exact number of attached files needed for the response?	Refer to Question #70
257	EVALUATION CRITERIA. Page 10.	Are there scores for the evaluation criteria? If yes, could you please disclose it?	This a Best Value procurement method, as noted in the Evaluation Criteria.
258	The second page after the cover letter.	Could Central Piedmont kindly provide clarification regarding the location within the portal where vendors can see the eVP number?	Any questions regarding the eVP platform, the NC E-Procurement office should be able to assist.
259	PROPOSAL CONTENTS. Page 8.	Do vendors have to submit the response with all pages Completed and signed version of all EXECUTION PAGES, along with the body of the RFP?	Yes
260	ALTERNATE PROPOSALS. Page 8.	Could Central Piedmont kindly provide clarification on whether vendors are required to submit an alternate proposal?	No
261	ALTERNATE PROPOSALS. Page 8.	Could Central Piedmont kindly provide guidance on what elements vendors are authorized to incorporate within the alternate proposal?	RFP requirements and advantage(s) addressed by the alternate proposal must be included. Alternate proposals are not required, however.
262	ATTACHMENTS. Page 19.	Could Central Piedmont kindly clarify whether vendors are required to include Attachment I within their response?	This form is only for reference and does not need to be completed as

			part of your response. This is the form that will be used when the college has a position that needs to be filled. It will be sent at least two (2) awarded Vendor(s) at the time the need arises to fill a vacancy.
263	GENERAL INFORMATION. Page 5.	Does Central Piedmont provide any preference to North Carolina local vendors?	Refer to Question #60
264	GENERAL INFORMATION. Page 5.	How many firms is Central Piedmont looking to award?	Refer to question #217
265	GENERAL INFORMATION. Page 5.	Could Central Piedmont please grant an extension on the due date?	See addendum #1
266	ATTACHMENTS. Page 19.	Could Central Piedmont please provide a directory for HUB companies?	Refer to question #82
267	SectionEvaluation Criteria, Page 10	As per evaluation method given on page 10 of RFP, post award Attachment I will be sent to at least 2 pre-qualified contractors, how will college determine which two contractors will receive this request to fulfill the positions?	Refer to Question #18
268	References, page 12	Can we submit commercial client as reference?	Refer to Question #124
269	General	Is it Mandatory to bid on all Job Categories?? Or we can bid on any of the listed categories.	Bidding on all categories is not mandatory.
270	General	Could you kindly furnish us with historical expenditure data related to this solicitation?	N/A - This is a new service for the college.
271	General	Kindly furnish us with details regarding the incumbent or current contractor involved in this project.	This is a new services, therefore there is not an incumbent.
272	General	Is there a provisional budget allocated for the anticipated contract?	Refer to Question #7
273	General	Could you please disclose the expected number of contract awards resulting from this solicitation?	Refer to Question #13
274	General	Would it be possible to obtain the current pay and bill rates for the candidates or resources engaged in the ongoing contract?	Refer to Question #8
275	General	How many candidates were placed in 2022-23?	N/A - This is a new service for the college.
276	General	Could you provide insight into any significant challenges or areas of concern associated with this contract?	Refer to Question #10

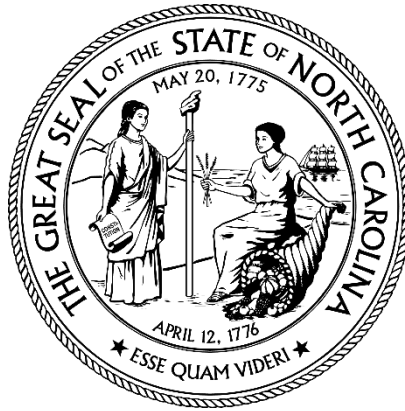
277	General	Is this a re-compete RFP? If yes, could you please share the name of Current Suppliers (who are currently providing services to Agency)?	Refer to question #95
278	General	Could you please share current Supplier's pricing and Proposals?	N/A - This is a new service.
279	General	How many resources are currently engaged in the current contract?	N/A - The college doesn't have an existing contract.
280	General	Can you please share the amount of business each vendor did under this contract in previous years?	N/A - This is a new service.
281	General	Is there any local preference for this contract?	No
282	General	What will be the estimated annual budget for this project?	Refer to Question #7
283	General	Can you please confirm the most commonly filled positions of this contract in past?	Refer to Question #3
284	General	Are additional points awarded to firms who are or have Minority Business Enterprise (MBE) partners?	No preference is given
285	General	Can we fulfill the subcontracting goal ourselves if we are NMSDC-certified MBE vendor?	Refer to question #82
286	Attachment H	The insurance requirements are quite a bit higher than we have ran across and we don't have that level of insurance at this time. We can easily purchase if we were to be awarded. Is this acceptable or do we have to have it to bid?	Confirmation in your bid response that you would adhere to the Certificate of Insurance requirements is sufficient.
287	RFP SCHEDULEPage # 6	What is the Google Meet info in Section 3.2 for? Is it a pre-bid meeting?	Public Bid Opening on due date.
288	RFP Section Attachment H Page # 21	Are we required to submit a Certificate of Insurance with the proposal?	Refer to question #72
289	Personnel Page # 14	Are the resumes of key personal required with the submission?	Yes
290	ATTACHMENTS; Page Number:19	What are your most commonly requested positions?	Refer to Question #3
291	CONTRACT TERM; Page Number: 5	What is the tentative start date of this engagement?	Refer to Question #24
292	HUB PARTICIPATION; Page Number:11	Is subcontracting a mandatory requirement for this contract? If yes, can we replace the subcontractor after an award?	No, it is not mandatory.
293	SPECIFICATIONS AND SCOPE OF	How many positions were used in the previous contract?	N/A - This is a new service

	WORK; Page Number:15		
294	SPECIFICATIONS AND SCOPE OF WORK; Page Number:15	How many positions will be required per year or throughout the contract term?	Refer to Question #31
295	ATTACHMENTS; Page Number:19	What would be the shift timings for the departments?	Refer to Question #89
296	Page No. 23, Attachment I, Title: Temporary Staffing Service	Please furnish details for the following fields: DATE OF ISSUE, JOB TITLE, DEPARTMENT, and DEADLINE, if vendor to update the information.	Refer to Question #73
297	General	Could you please specify the precise information or details that should be entered into the "vendor column" located at the top right side of each page within the RFP document, as it pertains to the vendor's update? also assuming that vendor to update the RFP document and the same to attach along with the RFP response document. please confirm	Refer to Questions #52 and 57.
298	Attachment I	Could you please confirm should we attach , Attachment I in RFP Response	Refer to Question #73
299	METHOD OF AWARD, page 8	If multiple vendors are awarded, how are job tasks distributed?	Refer to Question #18
300	PRICING, page 11	Are the Minimum and Maximum Rates in the cost proposal referring to bill rates or hourly rates?	Bill Rate
301	PRICING, page 11	What are the bill rates and pay rates of your current vendors?	Refer to Question #8
302	PRICING, page 11	What is the estimated contract value?	Refer to Question #7
303	PRICING, page 11	How much did you spend on these services last year? The last five years?	Refer to Question #8
304	SPECIFICATIONS AND SCOPE OF WORK, page 15	Who are your current vendors?	Refer to Question #8
305	SPECIFICATIONS AND SCOPE OF WORK, page 15	What are any challenges or pain points with the present contract vendors?	Refer to Question #10
306	SPECIFICATIONS AND SCOPE OF WORK, page 15	What improvements would you like to see with vendors on the new contract?	Refer to Question #10
307	SPECIFICATIONS AND SCOPE OF WORK, page 15	Why is this solicitation being put out to bid?	Seeking open market competition to acquire the best value contract.
308	SCOPE OF SERVICES, page 15	What are your most commonly requested positions?	Refer to Question #3
309	SCOPE OF SERVICES, page 15	How many workers under each job classification are required on a weekly basis?	Refer to Question #31

310	SCOPE OF SERVICES, page 15	Are vendors required to bid on all positions/categories?	No
311	POST AWARD PROJECT REVIEW MEETINGS, page 17	Are the Post Award Meetings in-person or virtual?	Anticipate virtually, otherwise required by the college.
312	ATTACHMENT G: CERTIFICATION OF FINANCIAL CONDITION, page 20	Will the College accept un-audited financial statements or draft consolidated financials? We can provide a certification from our accountant that the information accurately reflects our current financial status.	Yes, however if additional financial information is needed upon evaluation, the college reserves the right to request clarification.
313	Scope of Services / Page 15	Has a total spend been budgeted and or estimated for the position categories provided?	Refer to Question #7
314	Scope of Services / Page 15	Will a spend breakdown of each position category be provided prior to the final bid / submission?	No
315	Scope of Services / Page 15	Will each position category be listed as a temporary need and or contract to hire? Will any roles be considered direct hire opportunities?	Refer to Question #108
316	Attachment A	Will more specific information be provided for each position categories? i.e. possible job titles, level, overall scope of roles and potential volume of hires needed for the year?	Refer to Question #56
317	Attachment A	Regarding the section highlighted “at least two (2) of the awarded vendors for response” how is it determined which vendors are selected to submit for vacant positions? Are needs not broadcasted to all approved vendors in the program?	Refer to Question #18 and 188.
318	Attachment I	How are hours determined for each need and will an estimate of hours required be provided prior to submittal or offers?	Refer to Question #42
319	Attachment I	If total project hours are anticipated to exceed initial “scope and project hours” are contract extensions provided in advance or will the project placement simply expire or be converted to a direct hire?	Dependent upon the need of the particular position.
320	Attachment I	Is a Cost and project hours statement required for each offer and or extension?	A completed Attachment A must be included with the bid response.
321	Attachment I	How will unexpected project costs and or reimbursed expenses (like travel if	While travel may be limited for temporary

		applicable) be factored in and evaluated with this “fixed price” information?	positions, the agency can bill the college for travel incurred that has been requested by the college.
322	Attachment A	Can you provide a comprehensive list of positions by category that may be required during this engagement?	Refer to Question #56
323	Attachment A	Is there a specific budget amount anticipated for this requirement?	Refer to Question #7
324	Attachment A	Please provide historical spend by year for most recent three-year period, or any spend data that you can share.	N/A - This is a new service.
325	Attachment A	Can you provide statistics on hours of use by category year over year, or other otherwise?	Refer to Question #31
326	General	Are there incumbents providing this service currently? If so, please provide vendor name(s).	No
327	General Information/Background Checks	Under what circumstances will a vendor be required to use Public Safety for background checks?	See response to #205
328	Attachment H	Can a vendor opt out of specific labor categories such as waste removal?	Yes
329	Attachment H	Please provide examples of when Enterprise Risk Management may require additional insurance and/or coverage.	At this time, the limits noted in Attachment H are the only ones required.
330	Scope of Services – Position Categories	Can you provide more details about the tasks/deliverables expected from the temporary employees in each role?	Refer to Question #56
331	Scope of Services – Position Categories	Are there any specific qualifications or certifications required for the temporary positions?	Refer to Question #56
332	Scope of Services – Position Categories	Can you provide more details about the tasks/deliverables expected from the temporary employees in each role?	Refer to Question #56
333	Attachment A	Is there a minimum or maximum number of temporary employees that the College anticipates requiring during the contract term?	No
334	Scope of Services – Position Categories	Can you provide more information about the specific positions within each field mentioned (e.g., Human Resources, Finance, IT)?	Refer to Question #56
335	Scope of Services – Position Categories	Are there any specific roles or fields where the College anticipates a higher demand for temporary staffing?	Refer to Question #3
336	Scope of Services – Position Categories	What support and resources will the College provide to the temporary staffing employees during their assignments?	Typical daily operation support, training and oversight.

337	LOBBYING ACTIVITY CERTIFICATION FOR FEDERAL GRANTS	Is the OMB Form required if it is not applicable to us? We are not involved in any lobbying activities.	Refer to Question #185. From time to time the college may use federal funds to fund a position.
338	Attachment A	<p>We aim to make our response to this RFP as valuable as possible for the Procurement Officials. While it does say (section 5.0, page 15) that the most required roles may be in the Finance and Accounting fields, would it be possible for the CPCC to provide more detail into what roles are anticipated?</p> <ul style="list-style-type: none"> • For Finance and Accounting, which positions are urgently needed, or does CPCC anticipate needing staffing support for? • Which technologies would CPCC be seeking staffing support for? • Which roles would CPCC be seeking urgent staffing support for? 	Refer to Question #56
339	TECHNICAL APPROACH, Page 16	Regarding the process for submitting a candidate, we understand that there will be a submission deadline for candidates after CPCC issues a Position Request Form. How much time does CPCC intend on giving between the issuance date and due date of a Position Request Form for candidate sourcing?	Refer to Question #44



STATE OF NORTH CAROLINA

Central Piedmont Community College

Request for Proposal #: 88-230035-JE

Temporary Staffing Agency Services

Date of Issue: December 18, 2023

Proposal Opening Date: January 16, 2024

At 2:00PM ET

Direct all inquiries concerning this RFP to:

Jennifer Ennis

Procurement Supervisor

Email: jennifer.ennis@cpcc.edu

Phone: 704-330-6089



STATE OF NORTH CAROLINA

Request for Proposal

88-230035-JE

For internal State agency processing, including tabulation of proposals, provide your company's eVP (Electronic Vendor Portal) Number. Pursuant to G.S. 132-1.10(b) this identification number shall not be released to the public. **This page will be removed and shredded, or otherwise kept confidential**, before the procurement file is made available for public inspection.

**This page shall be filled out and returned with your proposal.
Failure to do so may subject your proposal to rejection.**

Vendor Name

Vendor eVP#

Note: For a contract to be awarded to you, your company (you) must be a North Carolina registered vendor in good standing. You must enter the vendor number assigned through eVP (Electronic Vendor Portal). If you do not have a vendor number, register at <https://vendor.ncgov.com/vendor/login>

Electronic responses ONLY will be accepted for this solicitation.

STATE OF NORTH CAROLINA
Central Piedmont Community College

Refer <u>ALL</u> Inquiries regarding this RFP to: Jennifer Ennis jennifer.ennis@cpcc.edu	Request for Proposal #: 88-230035-JE
	Proposals will be publicly opened: January 16, 2024 at 2pm
Using Agency: Central Piedmont Community College	Commodity No. and Description: 801116 - Temporary Staffing Services

EXECUTION

In compliance with this Request for Proposals (RFP), and subject to all the conditions herein, the undersigned Vendor offers and agrees to furnish and deliver any or all items upon which prices are bid, at the prices set opposite each item within the time specified herein.

By executing this proposal, the undersigned Vendor understands that false certification is a Class I felony and certifies that:

- this proposal is submitted competitively and without collusion (G.S. 143-54),
- none of its officers, directors, or owners of an unincorporated business entity has been convicted of any violations of Chapter 78A of the General Statutes, the Securities Act of 1933, or the Securities Exchange Act of 1934 (G.S. 143-59.2), and
- it is not an ineligible Vendor as set forth in G.S. 143-59.1.

Furthermore, by executing this proposal, the undersigned certifies to the best of Vendor's knowledge and belief, that:

- it and its principals are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal or State department or agency.

As required by G.S. 143-48.5, the undersigned Vendor certifies that it, and each of its sub-Contractors for any Contract awarded as a result of this RFP, complies with the requirements of Article 2 of Chapter 64 of the NC General Statutes, including the requirement for each employer with more than 25 employees in North Carolina to verify the work authorization of its employees through the federal E-Verify system.

As required by Executive Order 24 (2017), the undersigned vendor certifies will comply with all Federal and State requirements concerning fair employment and that it does not and will not discriminate, harass, or retaliate against any employee in connection with performance of any Contract arising from this solicitation.

G.S. 133-32 and Executive Order 24 (2009) prohibit the offer to, or acceptance by, any State Employee associated with the preparing plans, specifications, estimates for public contracts; or awarding or administering public contracts; or inspecting or supervising delivery of the public contract of any gift from anyone with a contract with the State, or from any person seeking to do business with the State. By execution of this response to the RFP, the undersigned certifies, for Vendor's entire organization and its employees or agents, that Vendor is not aware that any such gift has been offered, accepted, or promised by any employees of your organization.

By executing this proposal, Vendor certifies that it has read and agreed to the **INSTRUCTION TO VENDORS** and the **NORTH CAROLINA GENERAL TERMS AND CONDITIONS incorporated herein**. These documents can be accessed from the ATTACHMENTS page within this document.

Failure to execute/sign proposal prior to submittal may render proposal invalid and it MAY BE REJECTED. Late proposals shall not be accepted.

COMPLETE/FORMAL NAME OF VENDOR:		
STREET ADDRESS:	P.O. BOX:	ZIP:
CITY & STATE & ZIP:	TELEPHONE NUMBER:	TOLL FREE TEL. NO:
PRINCIPAL PLACE OF BUSINESS ADDRESS IF DIFFERENT FROM ABOVE (SEE INSTRUCTIONS TO VENDORS ITEM #21):		
PRINT NAME & TITLE OF PERSON SIGNING ON BEHALF OF VENDOR:		FAX NUMBER:
VENDOR'S AUTHORIZED SIGNATURE*:	DATE:	EMAIL:

VALIDITY PERIOD

Offer shall be valid for at least one-hundred and twenty (120) days from date of bid opening, unless otherwise stated here: _____ days, or if extended by mutual agreement of the parties in writing. Any withdrawal of this offer shall be made in writing, effective upon receipt by the agency issuing this RFP.

ACCEPTANCE OF PROPOSAL

If your proposal is accepted, all provisions of this RFP, along with the written results of any negotiations, shall constitute the written agreement between the parties ("Contract"). The NORTH CAROLINA GENERAL TERMS AND CONDITIONS are incorporated herein and shall apply. Depending upon the Goods or Services being offered, other terms and conditions may apply, as mutually agreed.

FOR STATE USE ONLY: Offer accepted and Contract awarded this _____ day of _____, 20____, as indicated on The attached certification, by _____.
(Authorized Representative of Central Piedmont Community College)

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1.0 PURPOSE AND BACKGROUND

PURPOSE

The purpose of this Request for Proposal (RFP) and any resulting contract is to solicit proposals for qualified Vendors to provide Temporary Staffing Services for Central Piedmont Community College (Central Piedmont or the College) on an as needed basis. Central Piedmont seeks to contract with one or more temporary staffing firms that specialize in the various areas (see Section 5.2) noted for **any open (vacant) positions** that may occur during the term of this contract. The Divisions noted in Section 5.2 are a high-level overview of the different departments and divisions within. The College may have other vacant positions that require the services of the awarded temporary staffing agency.

Awarded vendors will be placed on a list to be provided an opportunity to respond to requests when a vacancy arises at Central Piedmont, by way of a Position Request Response Form.

The intent of this solicitation is to award an Agency Specific Term Contract.

BACKGROUND

Located in Charlotte, N.C., Central Piedmont Community College (Central Piedmont) is a nationally recognized leader in workforce development with a commitment to teaching and learning excellence. As a learning-centered organization focusing on documented learning outcomes, the college provides high-quality programs and services within a supportive environment.

Central Piedmont is one of the largest community colleges in the state, boasting six campuses that serve 70,000 individuals each year. The college offers more than 300 degree, diploma and certificate programs in a number of areas, including technical/vocational, health, culinary, hospitality, STEM, and professional careers, as well as a comprehensive college transfer program. The college also offers a wide selection of Corporate and Continuing Education programs and courses. These offerings are designed to address the personal, professional, organizational and economic development needs of the community and are market-inspired, growth-oriented and entrepreneurial in nature.

1.1 CONTRACT TERM

The Contract shall have an initial term of *one (1)* year, beginning on the date of final Contract execution (the “Effective Date”) or July 1, 2023, whichever is later.

At the end of the Contract’s initial term, the State shall have the option, in its sole discretion, to renew the Contract on the same terms and conditions for up to two (2) additional one-year terms. The State will give the Vendor written notice of its intent to exercise each option no later than fifteen (15) days before the end of the Contract’s then-

current term. In addition to any optional renewal terms, and with the Vendor's concurrence, the State reserves the right to extend the Contract after the last active term.

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

2.0 GENERAL INFORMATION

2.1 REQUEST FOR PROPOSAL DOCUMENT

This RFP is comprised of the base RFP document, any attachments, and any addenda released before Contract award, which are incorporated herein by reference.

2.2 E-PROCUREMENT FEE

ATTENTION: The E-Procurement fee may apply to this solicitation. See the paragraph entitled ELECTRONIC PROCUREMENT of the North Carolina General Terms and Conditions.

General information on the E-Procurement Services can be found at: <http://eprocurement.nc.gov/>.

2.3 NOTICE TO VENDORS REGARDING RFP TERMS AND CONDITIONS

It shall be the Vendor's responsibility to read the Instructions to Vendors, the North Carolina General Terms and Conditions, all relevant exhibits and attachments, and any other components made a part of this RFP and comply with all requirements and specifications herein. Vendors are also responsible for obtaining and complying with all Addenda and other changes that may be issued in connection with this RFP.

If Vendors have questions or issues regarding any component of this RFP, those must be submitted as questions in accordance with the instructions in the PROPOSAL QUESTIONS Section. If the State determines that any changes will be made as a result of the questions asked, then such decisions will be communicated in the form of an RFP addendum. The State may also elect to leave open the possibility for later negotiation of specific provisions of the Contract that have been addressed during the question-and-answer period, prior to contract award.

Other than through the process of negotiation under 01 NCAC 05B.0503, the State rejects and will not be required to evaluate or consider any additional or modified terms and conditions submitted with Vendor's proposal or otherwise. This applies to any language appearing in or attached to the document as part of the Vendor's proposal that purports to vary any terms and conditions or Vendors' instructions herein or to render the proposal non-binding or subject to further negotiation. Vendor's proposal shall constitute a firm offer that shall be held open for the period required herein ("Validity Period" above).

The State may exercise its discretion to consider Vendor proposed modifications. By execution and delivery of this RFP Response, the Vendor agrees that any additional or modified terms and conditions, whether submitted purposely or inadvertently, shall have no force or effect, and will be disregarded unless expressly agreed upon through negotiation and incorporated by way of a Best and Final Offer (BAFO). Noncompliance with, or any attempt to alter or delete, this paragraph shall constitute sufficient grounds to reject Vendor's proposal as nonresponsive.

2.4 RFP SCHEDULE

The table below shows the *intended* schedule for this RFP. The State will make every effort to adhere to this schedule.

Event	Responsibility	Date and Time
Issue RFP	State	December 18, 2023
Submit Written Questions	Vendor	January 4, 2024 by 2pm

Provide Response to Questions	State	January 5, 2024
Submit Proposals	Vendor	January 16, 2024 by 2pm Virtual Public Bid Opening Tuesday, January 16, 2024 · 2:00 Google Meet joining info Video call link: https://meet.google.com/bim-gtpq-cxw Or dial: (US) +1 443-402-6395 PIN: 779 599 648#
Contract Award	State	TBD

2.5 PROPOSAL QUESTIONS

Upon review of the RFP documents, Vendors may have questions to clarify or interpret the RFP in order to submit the best proposal possible. To accommodate the Proposal Questions process, Vendors shall submit any such questions by the "Submit Written Questions" date and time provided in the RFP SCHEDULE Section above, unless modified by Addendum.

Written questions shall be emailed to Jennifer.ennis@cpcc.edu by the date and time specified above. Vendors should enter "RFP # 88-230035-JE: Questions" as the subject for the email. Question submittals should include a reference to the applicable RFP section and be submitted in the format shown below:

Reference	Vendor Question
RFP Section, Page Number	Vendor question ...?

Questions received prior to the submission deadline date, the State's response, and any additional terms deemed necessary by the State will be posted in the form of an addendum to *the electronic Vendor Portal (eVP)*, <https://evp.nc.gov>, and shall become an Addendum to this RFP. No information, instruction or advice provided orally or informally by any State personnel, whether made in response to a question or otherwise in connection with this RFP, shall be considered authoritative or binding. Vendors shall rely *only* on written material contained in the RFP and an addendum to this RFP.

2.6 PROPOSAL SUBMITTAL

IMPORTANT NOTE: This is an absolute requirement. Late bids, regardless of cause, will not be opened or considered, and will be automatically disqualified from further consideration. Vendor shall bear the sole risk of late submission due to unintended or unanticipated delay. It is the Vendor's sole responsibility to ensure its proposal has been received as described in this RFP by the specified time and date of opening. The time and date of receipt will be marked on each proposal when received. Any proposal or portion thereof received after the proposal deadline will be rejected.

[eVP]

If applicable to this RFP and using eVP, all proposal responses shall be submitted electronically via the electronic Vendor Portal (eVP). Additional information can be found at the eVP updates for Vendors link: <https://eprocurement.nc.gov/news-events/evp-updates-vendors>.

If confidential and proprietary information is included in the proposal, also submit one (1) signed, REDACTED copy of the proposal. Such information may include trade secrets defined by N.C. Gen. Stat. § 66-152 and other information exempted from the Public Records Act pursuant to N.C. Gen. Stat. §132- 1.2. Vendor may designate information, Products, Services or appropriate portions of its response as confidential, consistent with and to the extent permitted under the statutes and rules set forth above. By so redacting any page, or portion of a page, the Vendor warrants that it has formed a good faith opinion, having received such necessary or proper review by counsel

and other knowledgeable advisors, that the portions determined to be confidential and proprietary and redacted as such, meet the requirements of the Rules and Statutes set forth above. However, under no circumstances shall price information be designated as confidential.

If the Vendor does not provide a redacted version of the proposal with its proposal submission, the Department may release an unredacted version if a record request is received.

Failure to submit a proposal in strict accordance with these instructions shall constitute sufficient cause to reject a Vendor's proposal(s). Vendors are strongly encouraged to allow sufficient time to upload proposals.

Critical updated information may be included in Addenda to this RFP. It is important that all Vendors responding to this RFP periodically check the State's eVP website for any Addenda that may be issued prior to the bid opening date. All Vendors shall be deemed to have read and understood all information in this RFP and all Addenda thereto.

2.7 PROPOSAL CONTENTS

Vendors shall populate all attachments of this RFP that require the Vendor to provide information and include an authorized signature where requested. Failure to provide all required items, or Vendor's submission of incomplete items, may result in the State rejecting Vendor's proposal, in the State's sole discretion.

Vendor RFP responses shall include the following items and attachments, which shall be arranged in the following order:

- a) Cover Letter, which must contain the following: (i) a statement that confirms that the proposer has read the RFP in its entirety, including all links, and all Addenda released in conjunction with the RFP, (ii) a statement that the Vendor agrees to perform in accordance with the scope of work, requirements, and specifications contained herein; and (iii) Vendor's agreement to comply with all instructions, terms and conditions, and attachments.
- b) Title Page: Include the company name, address, phone number and authorized representative along with the Proposal Number.
- c) Completed and signed version of all EXECUTION PAGES, along with the body of the RFP.
- d) Signed receipt pages of any addenda released in conjunction with this RFP, if required to be returned.
- e) Vendor's Proposal addressing all Specifications of this RFP.
- f) Completed version of ATTACHMENT A: COST PROPOSAL
- g) Completed version of ATTACHMENT D: HUB SUPPLEMENTAL VENDOR INFORMATION
- h) Completed version of ATTACHMENT E: CUSTOMER REFERENCE FORM
- i) Completed version of ATTACHMENT F: LOCATION OF WORKERS UTILIZED BY VENDOR
- j) Completed and signed version of ATTACHMENT G: CERTIFICATION OF FINANCIAL CONDITION
- k) Completed and signed version of CERTIFICATION FOR CONTRACTS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS and OMB STANDARD FORM LLL

2.8 ALTERNATE PROPOSALS

Unless provided otherwise in this RFP, Vendor may submit alternate proposals for comparable Goods, various methods or levels of Service(s), or that propose different options. Alternate proposals must specifically identify the RFP requirements and advantage(s) addressed by the alternate proposal. Any alternate proposal, in addition to the marking described above, must be clearly marked with the legend: "Alternate Proposal #___ [for 'name of Vendor']". Each proposal must be for a specific set of Goods and Services and must include specific pricing. If a Vendor chooses to respond with various offerings, each must be offered with a separate price and be contained in a separate proposal document. Each proposal must be complete and independent of other proposals offered.

2.9 DEFINITIONS, ACRONYMS, AND ABBREVIATIONS

Relevant definitions for this RFP are provided in 01 NCAC 05A .0112 and in the Instructions to Vendors found below which are incorporated herein by this reference.

1. "Vendor" and "Temporary Staffing Agency" are used interchangeably.
2. Using Agency, Issuing Agency, Purchasing Agency, Agency head shall mean Central Piedmont Community College

3.0 METHOD OF AWARD AND PROPOSAL EVALUATION PROCESS

3.1 METHOD OF AWARD

North Carolina G.S. 143-52 provides a general list of criteria the State shall use to award contracts, as supplemented by the additional criteria herein. The Goods or Services being procured shall dictate the application and order of criteria; however, all award decisions shall be in the State's best interest. All qualified proposals will be evaluated, and awards will be made to the Vendor(s) meeting the specific RFP Specifications and achieving the highest and best final evaluation, based on the criteria described below.

While the intent of this RFP is to award a Contract(s) to *multiple Vendors (agencies)*, the State reserves the right to make separate awards to different Vendors for one or more-line items, to not award one or more-line items or to cancel this RFP in its entirety without awarding a Contract, if it is considered to be most advantageous to the State to do so.

The State reserves the right to waive any minor informality or technicality in proposals received.

3.2 CONFIDENTIALITY AND PROHIBITED COMMUNICATIONS DURING EVALUATION

While this RFP is under evaluation, the responding Vendor, including any subcontractors and suppliers, is prohibited from engaging in conversations intended to influence the outcome of the evaluation. See the Paragraph 29 of the Instructions to Vendors entitled COMMUNICATIONS BY VENDORS.

Each Vendor submitting a proposal to this RFP, including its employees, agents, subcontractors, suppliers, subsidiaries and affiliates, is prohibited from having any communications with any person inside or outside the using agency; issuing agency; other government agency office or body (including the purchaser named above, any department secretary, agency head, members of the General Assembly and Governor's office); or private entity, if the communication refers to the content of Vendor's proposal or qualifications, the content of another Vendor's proposal, another Vendor's qualifications or ability to perform a resulting contract, and/or the transmittal of any other communication of information that could be reasonably considered to have the effect of directly or indirectly influencing the evaluation of proposals, the award of a contract, or both.

Any Vendor not in compliance with this provision shall be disqualified from evaluation and award. A Vendor's proposal may be disqualified if its subcontractor and/or supplier engage in any of the foregoing communications during the time that the procurement is active (*i.e.*, the issuance date of the procurement until the date of contract award or cancellation of the procurement). Only those discussions, communications or transmittals of information authorized or initiated by the issuing agency for this RFP or inquiries directed to the purchaser named in this RFP regarding requirements of the RFP (prior to proposal submission) or the status of the award (after submission) are excepted from this provision.

3.3 PROPOSAL EVALUATION PROCESS

Only responsive submissions will be evaluated.

The State will conduct a One-Step evaluation of Proposals:

Proposals will be received according to the method stated in the Proposal Submittal Section above.

All proposals must be received by the issuing agency not later than the date and time specified in the RFP SCHEDULE Section above, unless modified by Addendum. Vendors are cautioned that this is a request for offers, not an offer or request to contract, and the State reserves the unqualified right to reject any and all offers at any time if such rejection is deemed to be in the best interest of the State.

At the date and time provided in the RFP SCHEDULE Section above, unless modified by Addendum, the proposal from each responding Vendor will be opened publicly and all offers (except those that have been previously withdrawn, or voided bids) will be tabulated. The tabulation shall be made public at the time it is created. When negotiations after receipt of bids is authorized pursuant to G.S. 143-49 and 01 NCAC 05B.0503, only the names of offerors and the Goods and Services offered shall be tabulated at the time of opening. If negotiation is anticipated, cost and price shall become available for public inspection at the time of the award. Interested parties are cautioned that these costs and their components are subject to further evaluation for completeness and correctness and therefore may not be an exact indicator of a Vendor's pricing position.

At their option, the evaluators may request oral presentations or discussions with any or all Vendors for clarification or to amplify the materials presented in any part of the proposal. Vendors are cautioned, however, that the evaluators are not required to request presentations or other clarification—and often do not. Therefore, all proposals should be complete and reflect the most favorable terms available from the Vendor.

Upon completion of the evaluation process, the State will make award(s) based on the evaluation and post the award(s) to IPS under the RFP number for this solicitation. Award of a Contract to one Vendor does not mean that the other proposals lacked merit, but that, all factors considered, the selected proposal was deemed most advantageous and represented the best value to the State.

The State reserves the right to negotiate with one or more vendors, or to reject all original offers and negotiate with one or more sources of supply that may be capable of satisfying the requirement, and in either case to require Vendor to submit a Best and Final Offer (BAFO) based on discussions and negotiations with the State.

3.4 EVALUATION CRITERIA

In addition to the general criteria in G.S. 143-52 which may or may not be relevant to this RFP, all qualified proposals will be evaluated, and award made based on considering the following criteria, to result in an award most advantageous to the State:

BEST VALUE: "Best Value" procurement methods are authorized by N.C.G.S. §§143-135.9 and 143B-1350(h). The award decision is made based on multiple factors, including: total cost of ownership, meaning the cost of acquiring, operating, maintaining, and supporting a product or service over its projected lifetime; the evaluated technical merit of the Vendor's offer; the Vendor's past performance; and the evaluated probability of performing the specifications stated in the solicitation on time, with high quality, and in a manner that accomplishes the stated business objectives and maintains industry standards compliance. The intent of "Best Value" procurement is to enable Vendors to offer and the College to select the most appropriate solution to meet the business objectives defined in the solicitation and to keep all parties focused on the desired outcome of a procurement.

A ranking method of source selection will be utilized in this procurement using evaluation criteria listed in order of importance in the Evaluation Criteria section below to allow the State to award this RFP to the Vendor(s) providing the Best Value and recognizing that Best Value may result in award other than the lowest price or highest technically

qualified offer. By using this method, the overall ranking may be adjusted up or down when considered with, or traded-off against, other non-price factors.

EVALUTION METHOD: Narrative and by consensus of the evaluating committee, explaining the strengths and weaknesses of each proposal and why the recommended awardee(s) provide the best value to the State.

All qualified proposals will be evaluated, and award made based on considering the following criteria listed in descending order of importance, to result in an award most advantageous to the State.

The criteria listed below will be used to pre-qualify firms:

1. Vendor Project Organization (Section 5.5)
2. Vendor Technical Approach (Section 5.6)
3. Vendor Experience (Section 4.5)
4. Pricing (Section 4.1 and Attachment A: Cost Proposal)

Post Award (as the need arises to fill a particular vacancy):

Attachment I will be sent to at least two (2) awarded (pre-qualified) firms as the need arises during the term of the contract. Upon return of Attachment I, the college will evaluate, and acceptance will be based on:

- Candidate Qualifications and Experience
- Cost

3.5 PERFORMANCE OUTSIDE THE UNITED STATES

Vendor shall complete ATTACHMENT F: LOCATION OF WORKERS UTILIZED BY VENDOR. In addition to any other evaluation criteria identified in this RFP, the State may also consider, for purposes of evaluating proposed or actual contract performance outside of the United States, how that performance may affect the following factors to ensure that any award will be in the best interest of the State:

- a) Total cost to the State
- b) Level of quality provided by the Vendor
- c) Process and performance capability across multiple jurisdictions
- d) Protection of the State's information and intellectual property
- e) Availability of pertinent skills
- f) Ability to understand the State's business requirements and internal operational culture
- g) Particular risk factors such as the security of the State's information technology
- h) Relations with citizens and employees
- i) Contract enforcement jurisdictional issues

3.6 INTERPRETATION OF TERMS AND PHRASES

This RFP serves two functions: (1) to advise potential Vendors of the parameters of the solution being sought by the State; and (2) to provide (together with other specified documents) the terms of the Contract resulting from this procurement. The use of phrases such as "shall," "must," and "requirements" are intended to create enforceable contract conditions. In determining whether proposals should be evaluated or rejected, the State will take into consideration the degree to which Vendors have proposed or failed to propose solutions that will satisfy the State's needs as described in the RFP. Except as specifically stated in the RFP, no one requirement shall automatically disqualify a Vendor from consideration. However, failure to comply with any single requirement may result in the State exercising its discretion to reject a proposal in its entirety.

4.0 REQUIREMENTS

This Section lists the requirements related to this RFP. By submitting a proposal, the Vendor agrees to meet all stated requirements in this Section as well as any other specifications, requirements, and terms and conditions stated in this RFP. If a Vendor is unclear about a requirement or specification, or believes a change to a requirement would allow for the State to receive a better proposal, the Vendor is urged to submit these items in the form of a question during the question and answer period in accordance with the Proposal Questions Section above.

4.1 PRICING

Proposal price shall constitute the total cost to the State for complete performance in accordance with the requirements and specifications herein, including all applicable charges for handling, transportation, administrative and other similar fees. Complete ATTACHMENT A: COST PROPOSAL and include in Vendor's proposal response. The standard pricing range should include positions and associated levels of experience.

The pricing provided in ATTACHMENT A, or resulting from any negotiations, is incorporated herein and shall become part of any resulting Contract.

4.2 INVOICES

Vendor shall invoice the Purchasing Agency. The standard format for invoicing shall be Single Invoices meaning that the Vendor shall provide the Purchasing Agency with an invoice for each order. Invoices shall include detailed information to allow Purchasing Agency to verify pricing at point of receipt matches the correct price from the original date of order. The following fields shall be included on all invoices, as relevant:

Vendor's Billing Address, Customer Account Number, NC Contract Number, Order Date, Buyer's Order Number, Service Descriptions, Price, Number of Hours, and Unit of Measure.

4.3 FINANCIAL STABILITY

As a condition of contract award, the Vendor must certify that it has the financial capacity to perform and to continue to perform its obligations under the Contract; that Vendor has no constructive or actual knowledge of an actual or potential legal proceeding being brought against Vendor that could materially adversely affect performance of this Contract; and that entering into this Contract is not prohibited by any contract, or order by any court of competent jurisdiction.

Each Vendor shall certify it is financially stable by completing ATTACHMENT G: CERTIFICATION OF FINANCIAL CONDITION. The State is requiring this certification to minimize potential issues from contracting with a Vendor that is financially unstable. From the date of the Certification to the expiration of the Contract, the Vendor shall notify the State within thirty (30) days of any occurrence or condition that materially alters the truth of any statement made in this Certification. The Contract Manager may require annual recertification of the Vendor's financial stability.

4.4 HUB PARTICIPATION

Pursuant to North Carolina General Statute G.S. 143-48, it is State policy to encourage and promote the use of small, minority, physically handicapped, and women contractors in purchasing Goods and Services. As such, this RFP will serve to identify those Vendors that are minority owned or have a strategic plan to support the State's Historically Underutilized Business program by meeting or exceeding the goal of 10% utilization of diverse firms as 1st or 2nd tier subcontractors. Vendor shall complete ATTACHMENT D: HUB SUPPLEMENTAL VENDOR INFORMATION.

4.5 VENDOR EXPERIENCE

In its Proposal, Vendor shall demonstrate experience with public and/or private sector clients with similar or greater size and complexity to the State. Vendor shall provide information as to the qualifications and experience of all executive, managerial, legal, and professional personnel to be assigned to this project, with similar projects and the responsibilities to be assigned to each person.

4.6 REFERENCES

Vendor shall provide at least three (3) references, using ATTACHMENT E: CUSTOMER REFERENCE FORM, for which it has provided Services of similar size and scope to those proposed herein. The State may contact these users to determine whether the Services provided are substantially similar in scope to those proposed herein and whether Vendor's performance has been satisfactory. The information obtained may be considered in the evaluation of the Proposal.

4.7 BACKGROUND CHECKS

Temporary Agency and its personnel are required to provide or undergo background checks at Vendor's expense prior to beginning work with Central Piedmont Community College, as stated below:

4.7.1 GENERAL INFORMATION

It is the policy of the State to provide a safe environment for State Government employees to work. Due to the Contract requirements, the State requires criminal background checks of awarded Vendors, including but not limited to: owners, employees, agents, representatives, subcontractors, and all personnel of their respective companies. All costs and expenses associated with criminal background checks are the responsibility of the Vendor.

The following requirements must be met:

- a) Criminal background checks shall be current and completed within ninety (90) days of the Contract effective date.
- b) The criminal background check shall include a social security verification/check, felonies, misdemeanors, and traffic records covering a minimum of the last seven (7) years for all states and countries where the individual has resided. The criminal background check information shall be first thoroughly reviewed by the Vendor and then sent to the Contract Administrator for review and approval. Out of state searches shall be required for persons living in the state of NC for fewer than seven (7) years.
- c) A criminal background check on the awarded Vendor and its employees shall be provided by the Vendor prior to Contract effective date. Copies of the original criminal background check shall be sent to the Contract Administrator for evaluation. In some cases, badging cannot take place until after the evaluation and approval of the Vendor's criminal checks.
- d) When a new employee or individual is identified to perform Services on this Contract, the Vendor shall provide the Contract Administrator with a criminal background check before the individual can be approved for work. Persons without approved criminal background checks shall not be allowed to work in the relevant buildings until proper documentation is submitted and approved.
- e) **The State** may require the Vendor to exclude the Vendor's employees, agents, representatives, or subcontractors based on the background check results. Discovery that one or more employees have convictions does not disqualify the Vendor from award.
- f) **Additionally, the State may use The North Carolina Department of Public Safety Offender Public Information or similar Services to conduct additional background checks on the Vendor's proposed employees.**

4.7.2 BACKGROUND CHECK REQUIREMENTS

As part of Vendor's criminal background checks, the details below must be provided to the State:

- a) Any **criminal felony conviction**, or conviction of any crime involving moral turpitude, including but not limited to fraud, misappropriation or deception, of Vendor, its officers or directors, or any of its employees or other personnel to provide Services on this project of which Vendor has knowledge, or provide a statement that Vendor is aware of none;

- b) Any **criminal investigation** for any offense involving moral turpitude, including, but not limited to fraud, misappropriation, falsification or deception pending against Vendor of which it has knowledge, or provide a statement Vendor is aware of none;
- c) Any **regulatory sanctions** levied against Vendor or any of its officers, directors or its professional employees expected to provide Services on this project by any state or federal regulatory agencies within the past three years or a statement that there are none. As used herein, the term “regulatory sanctions” includes the revocation or suspension of any license or certification, the levying of any monetary penalties or fines, and the issuance of any written warnings;
- d) Any **regulatory investigations** pending against Vendor or any of its officers, directors or its professional employees expected to provide Services on this project by any state or federal regulatory agencies of which Vendor has knowledge, or provide a statement that there are none.
- e) Any **civil litigation**, arbitration, proceeding, or judgments pending against Vendor during the three (3) years preceding submission of its proposal herein, or provide a statement that there are none.

4.7.3 BACKGROUND CHECK LIMITATIONS

Any individual representing the Vendor, who:

- a) In his/her lifetime, has been adjudicated as a habitual felon as defined by GS 14-7.1 or a violent habitual felon as defined by GS 14-7.7, shall not be allowed to work in buildings occupied by State Government employees.
- b) During the last seven (7) years has been convicted of any criminal felony or misdemeanor sexual offense or a crime of violence shall not be allowed to work in buildings occupied by State Government employees.
- c) At any time has an outstanding warrant or a criminal charge for a crime described in (b) above shall not be allowed to work on State property.
- d) The Vendor must ensure that all employees have a responsibility to self-report to the Vendor within twenty-four (24) hours any arrest for any disqualifying offense. The Vendor must notify the Contract Administrator within twenty-four (24) hours of all details concerning any reported arrest.
- e) Upon the request of the Contract Administrator, the Vendor will re-screen any of its employees, agents, representatives, and subcontractors during the term of the Contract.
- f) Vendor’s responses to these background check requests shall be considered a continuing representation, and Vendor’s failure to notify the State within thirty (30) days of any criminal charge, investigation, or proceeding involving Vendor or its then-current officers, directors or persons providing Services under this Contract during its term shall constitute a material breach of contract. The provisions of this paragraph shall also apply to any subcontractor utilized by Vendor to perform Services under this Contract.
- g) If there are problems or delays with performance associated with the completion and compliance with this background check requirements, any Vendor’s performance bond could be used to complete these Services.

4.7.4 DOCUMENT REQUIREMENTS

Required documentation to be submitted prior to date Contract is effective and for performing any Services on State property shall include:

- a) A cover letter by the Vendor on company letterhead with a list of the full names matching a required government issued photo ID, addresses, and birth dates of each person representing the contracting company.
- b) Vendor shall also provide a photocopy of the required State or Federal government issued picture ID or Driver License.

- c) A letter on company letterhead is not acceptable proof in itself but can be used to further clarify information on the criminal background check submitted. All documentation shall be submitted at the same time. Submit documents which are clear and legible.
- d) Background checks consisting of:
 - 1. Original unaltered criminal background check from the organization providing the background check.
 - 2. The background check provider's company name, company mailing address, and contact phone numbers.
 - 3. The full name of the individual, which matches the government issued photo ID.
 - 4. The current address of individual being checked.
 - 5. The date the criminal background check search was conducted.

4.7.5 VENDOR BACKGROUND CHECK AGREEMENT

Vendor agrees to conduct a criminal background check per the specifications above in this section on all employees proposed to work under this Contract, at its expense, and provide the required documentation to the State in order to perform Services under this Contract:

☐ YES ☐ NO

4.8 PERSONNEL

Vendor warrants that qualified personnel shall provide Services under this Contract in a professional manner. "Professional manner" means that the personnel performing the Services will possess the skill and competence consistent with the prevailing business standards in the industry. Vendor will serve as the prime contractor under this Contract and shall be responsible for the performance and payment of all subcontractor(s) that may be approved by the State. Names of any third-party Vendors or subcontractors of Vendor may appear for purposes of convenience in Contract documents; and shall not limit Vendor's obligations hereunder. Vendor will retain executive representation for functional and technical expertise as needed in order to incorporate any work by third party subcontractor(s).

Should the Vendor's proposal result in an award, the Vendor shall be required to agree that it will not substitute key personnel assigned to the performance of the Contract without prior written approval by the Contract Manager. Vendor shall further agree that it will notify the Contract Manager of any desired substitution, including the name(s) and references of Vendor's recommended substitute personnel. The State will approve or disapprove the requested substitution in a timely manner. The State may, in its sole discretion, terminate the Services of any person providing Services under this Contract. Upon such termination, the State may request acceptable substitute personnel or terminate the contract Services provided by such personnel.

4.9 VENDOR'S REPRESENTATIONS

If Vendor's Proposal results in an award, Vendor agrees that it will not enter any agreement with a third party that may abridge any rights of the State under the Contract. If any Services, deliverables, functions, or responsibilities not specifically described in this solicitation are required for Vendor's proper performance, provision and delivery of the Service and deliverables under a resulting Contract, or are an inherent part of or necessary sub-task included within such Service, they will be deemed to be implied by and included within the scope of the Contract to the same extent and in the same manner as if specifically described in the Contract. Unless otherwise expressly provided herein, Vendor will furnish all of its own necessary management, supervision, labor, facilities, furniture, computer

and telecommunications equipment, software, supplies and materials necessary for the Vendor to provide and deliver the Services and/or other Deliverables.

4.10 INSURANCE REQUIREMENTS

Refer to ATTACHMENT H: CERTIFICATE OF INSURANCE REQUIREMENTS for the college's required levels of coverage and conditions.

4.11 LOBBYING ACTIVITY CERTIFICATION FOR FEDERAL GRANTS

Federal law prohibits recipients of federal funds, whether through grants, contracts, or cooperative agreements, from using those funds to influence or attempt to influence (lobby) a federal official in connection with obtaining, extending, or modifying any federal contract, grant, loan, or cooperative agreement. Further, federal law requires that applicants for federal funds certify:

- that they abide by the above restriction;
- that they disclose any permissible (non-federal) paid lobbying on the Federal Awards being applied for; and
- that such certification requirements will also be included in any subawards meeting the applicable thresholds.

Vendors must complete and submit the CERTIFICATION FOR CONTRACTS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS and the OMB STANDARD FORM LLL when responding to this solicitation.

5.0 SPECIFICATIONS AND SCOPE OF WORK

The intent and purpose of this Request for Proposal (RFP) is to solicit proposals to provide temporary employment services on an as needed basis to the College. The positions may be primarily in the accounting and finance areas, however the College reserves the right to add additional position titles and functions at any time during the contract term.

5.1 GENERAL

The College's primary objective for this RFP is to obtain qualified and competent temporary personnel on a timely and as needed basis to support various departments of the college. The scope of services set forth in this RFP represents an outline of the service which the College anticipates the Temporary Staffing Agency will be able to provide personnel to support the college. The Temporary Staffing Services Agency will have experience in sourcing, screening, and providing quality candidates to fill the temporary staffing needs for a diverse range of positions.

5.2 SCOPE OF SERVICES

The Temporary Staffing Agency shall furnish temporary employment services as required by The College, for the job classifications shown in the Specifications. There is no guarantee of any minimum amount of services that may be requested during the term of the contract.

The specific position subject of expertise, tasks/deliverables, and process of selection that the College is seeking are described below. Services offered by the Vendor must meet or exceed the listed Specifications to be considered for award.

Temporary employees shall meet the minimum requirements of each role for which they will be hired. Roles sought by the College and filled by the Temporary Staffing Agency could be any role currently existing at the College or in the future, including but not limited to the following fields:

- Human Resources

- Payroll
- Finance
- Student Affairs
- Academic Affairs
- Marketing
- Communications
- Public Relations
- Information Technology Services
- General Administrative Functions
- All others

Temporary employees shall meet all basic professional requirements and adhere to College policies and procedures.

5.3 TASKS/DELIVERABLES

The Temporary Staffing Agency shall furnish temporary employment services that may support any and all areas of the College. Temporary personnel shall be employed by the Temporary Staffing Agency and the Temporary Staffing Agency shall be responsible for payroll taxes, workers compensation, payroll reports, applicable insurances and other employer federal and state requirements of temporary personnel. The temporary personnel provided by the Temporary Staffing Agency should be experienced and proficient in requirements below and capable of completing the scope of work. **There is no guarantee of any minimum amount of services that may be requested during the term of the contract.**

The College will provide the temporary staffing employee with the following during the term of the assignment:

Typical office environment and any supplies, resources and administrative support needed to complete the job or task. The college will reimburse for any college approved travel related expenses.

5.4 POSITION REQUEST RESPONSE FORM PROCESS

A Position Request Response process will be followed to allow for competitive response for individual position needs, defined within the specific Position Request.

When a position opportunity arises, Central Piedmont's Human Resources will submit a Position Request Response Form (Attachment I) and will send it to at least two (2) awarded Vendor(s) at the time the need arises to fill a vacancy. The purpose of the request is to establish the specifications for each position as it relates to the job descriptions, duties, pay rate, etc. Upon return of Position Request Form, the College will evaluate and determine the overall best value for award of the position.

5.5 PROJECT ORGANIZATION

Vendor shall describe the organizational and operational structure it proposes to utilize for the work described in this RFP and identify the responsibilities to be assigned to each person Vendor proposes to staff the work.

5.6 TECHNICAL APPROACH

Vendor's proposal shall include, in narrative, outline, and/or graph form the Vendor's approach to accomplishing the tasks outlined in the Scope of Work section of this RFP. A description of each task and deliverable and the schedule for accomplishing each shall be included.

6.0 CONTRACT ADMINISTRATION

All Contract Administration requirements are conditioned on an award resulting from this solicitation. This information is provided for the Vendor's planning purposes.

CPCC Contract Manager: Human Resources

CPC Contract Administrator: Human Resources

6.1 CONTRACT MANAGER AND CUSTOMER SERVICE

The Vendor shall be required to designate and make available to the State a contract manager. The contract manager shall be the State's point of contact for Contract related issues and issues concerning performance, progress review, scheduling, and service.

Contract Manager Point of Contact	
Name:	
Office Phone #:	
Mobile Phone #:	
Email:	

6.2 POST AWARD PROJECT REVIEW MEETINGS

The Vendor, at the request of the State, shall be required to meet periodically with the State for Project Review meetings. The frequency of these meetings shall be determined between the college and the awarded Temporary Staffing Agency(ies). The purpose of these meetings will be to review project progress reports, discuss Vendor and State performance, address outstanding issues, review problem resolution, provide direction, evaluate continuous improvement and cost saving ideas, and discuss any other pertinent topics.

6.3 CONTINUOUS IMPROVEMENT

The State encourages the Vendor to identify opportunities to reduce the total cost the State. A continuous improvement effort consists of various ways to enhance business efficiencies as performance progresses.

6.4 PERIODIC MONTHLY STATUS REPORTS

The Vendor shall be required to provide Progress Management Reports (in Excel) to the designated Contract Manager on a monthly basis, unless the college and awarded Temporary Staffing Agency(ies) agree to an alternate schedule. This report shall include, at a minimum, information concerning the positions assigned during the reporting period; positions to be assigned during the subsequent reporting period; problems, real or anticipated, and notification of any significant deviation from previously agreed upon work plans and schedules]. These reports shall be well organized and easy to read. The Vendor shall submit these reports electronically using the format required by the Purchasing Agency. The Vendor shall submit the reports in a timely manner and on a regular schedule as agreed by the parties.

6.5 ACCEPTANCE OF WORK

Performance of the work and/or delivery of Services shall be conducted and completed at least in accordance with the Contract requirements and recognized and customarily accepted industry practices. Performance shall be considered complete when the Services or Goods are approved as acceptable by the Contract Manager.

Performance of the work and/or delivery of Goods shall be conducted and completed at least in accordance with the Contract requirements and recognized and customarily accepted industry practices. Performance shall be considered complete when the Services or Goods are approved as acceptable by the Contract Administrator. The Temporary Staffing Agency shall remove the assigned temporary employee upon written and/or email notice by the College to the Temporary Staffing Agency and replace with another temporary employee within a

reasonable amount of time not to exceed ten (10) business days. If the Temporary Staffing Agency is unable to replace the temporary employee who has been removed within ten (10) business days, it shall notify the College before the ten-day deadline and work with the College to establish another reasonable time limit. It is within the College's sole discretion whether to remove the temporary employee, with or without cause.

6.6 TRANSITION ASSISTANCE

If a Contract results from this solicitation, and the Contract is not renewed at the end of the last active term, or is canceled prior to its expiration, for any reason, Vendor shall provide transition assistance to the State, at the option of the State, for up to three (3) months to allow for the expired or canceled portion of the Services to continue without interruption or adverse effect, and to facilitate the orderly transfer of such Services to the State or its designees. If the State exercises this option, the Parties agree that such transition assistance shall be governed by the terms and conditions of the Contract (notwithstanding this expiration or cancellation), except for those Contract terms or conditions that do not reasonably apply to such transition assistance. The State shall agree to pay Vendor for any resources utilized in performing such transition assistance at the most current rates provided by the Contract for performance of the Services or other resources utilized.

6.7 DISPUTE RESOLUTION

During the performance of the Contract, the parties agree that it is in their mutual interest to resolve disputes informally. Any claims by the Vendor shall be submitted in writing to the State's Contract Manager for resolution. Any claims by the State shall be submitted in writing to the Vendor's Project Manager for resolution. The Parties shall agree to negotiate in good faith and use all reasonable efforts to resolve such dispute(s).

During the time the Parties are attempting to resolve any dispute, each shall proceed diligently to perform their respective duties and responsibilities under this Contract. The Parties will agree on a reasonable amount of time to resolve a dispute. If a dispute cannot be resolved between the Parties within the agreed upon period, either Party may elect to exercise any other remedies available under the Contract, or at law. This provision, when agreed in the Contract, shall not constitute an agreement by either party to mediate or arbitrate any dispute.

6.8 CONTRACT CHANGES

Contract changes, if any, over the life of the Contract shall be implemented by contract amendments agreed to in writing by the State and Vendor. Amendments to the contract can only be through the contract administrator.

6.9 TEMPORARY TO PERMANENT EMPLOYMENT TRANSITION

If the college determines a need to convert the temporary staffing assignment to a permanent assignment, the Vendor shall provide in its response the transition fees and polices. The transition procedure may differ depending on, but not limited to, contract terms, type of employee, etc.

The Vendor will notify the college during the filling process if the temporary employment position candidate is not eligible for temporary to permanent transfer.

The Vendor may assist the college in verifying if it has all the necessary information including background checks, reference checks or other information to complete the transition from temporary to permanent employment at no cost the college. The college will contact the Vendor if these services are needed.

For the conversion of temporary to permanent employees, the following buyout fee will be based off the number of days the individual has provided services to this position and the position's annual salary:

# of Days	Annual Salary %	# of Days	Annual Salary %
-----------	-----------------	-----------	-----------------

Proposal Number: 88-230035-JE

Vendor: _____

0-30	25%		121-150	10%
31-60	20%		151-180	5%
61-90	17%		Over 180	0%
90-120	15%			

The participating community college will provide no-less than a two-week's notice to the Vendor of the participating community college's intent to convert the temporary employee to permanent.

THE REMAINDER OF THIS PAGE IS INTENTIONALLY LEFT BLANK

7.0 ATTACHMENTS

****IMPORTANT NOTICE****

RETURN THE REQUIRED ATTACHMENTS WITH YOUR RESPONSE

FOLLOW THE LINKS TO ACCESS EACH ATTACHMENT

▪ **ATTACHMENT A: COST PROPOSAL**

The Vendor (Temporary Staffing Agency) shall include, with their proposal response, their standard pricing for the range of position categories noted below:

Human Resources
Payroll
Finance
Student Affairs
Academic Affairs
Marketing
Communications
Public Relations
Information Technology Services
General Administrative Function
All others

Please use this table format for each of the positions offered.

Position Category	Position Title	Position Level	Position Description	Minimum Rate	Maximum Rate

When the College has a need for fulfillment of a vacant position, the College will provide Attachment I at least two (2) of the awarded vendors for response and the candidate recommended by the temporary staffing agency will be reviewed by the College to determine if the candidate(s) meets the needs for the vacant position.

▪ **ATTACHMENT B: INSTRUCTIONS TO VENDORS**

The Instructions to Vendors, which are incorporated herein by this reference, may be found here:

<https://ncadmin.nc.gov/formnorth-carolina-instructions-vendors032023/download?attachment>

▪ **ATTACHMENT C: NORTH CAROLINA GENERAL TERMS & CONDITIONS**

The North Carolina General Terms and Conditions, which are incorporated herein by this reference, may be found here:

<https://www.doa.nc.gov/form-north-carolina-general-terms-and-conditions-11-2023/open>

▪ **ATTACHMENT D: HUB SUPPLEMENTAL VENDOR INFORMATION**

Complete and return the Historically Underutilized Businesses (HUB) Vendor Information form, which can be found at the following link:

https://files.nc.gov/ncdoa/pandc/OnlineForms/Form_HUB-Supplemental-Vendor-Information_9.2021.pdf

▪ **ATTACHMENT E: CUSTOMER REFERENCE FORM**

Complete and return the Customer Reference Form, which can be found at the following link:

https://files.nc.gov/ncdoa/pandc/OnlineForms/Form_Customer_Reference_Template_09.2021.pdf

▪ **ATTACHMENT F: LOCATION OF WORKERS UTILIZED BY VENDOR**

Complete and return the Location of Workers Utilized by Vendor, which can be found at the following link:

https://files.nc.gov/ncdoa/pandc/OnlineForms/Form_Location-of-Workers_09.2021.pdf

▪ **ATTACHMENT G: CERTIFICATION OF FINANCIAL CONDITION**

Complete, sign, and return the Certification of Financial Condition, which can be found at the following link:

https://files.nc.gov/ncdoa/pandc/OnlineForms/Form_Certification-of-Financial-Condition_09.2021.pdf

▪ ATTACHMENT H: CERTIFICATE OF INSURANCE REQUIREMENTS

Please note: While these are Minimum Requirements, Higher limits or additional coverages may be required based on vendor risk and exposure.

Commercial General Liability (Occurrence form) Coverage not less than:	\$1,000,000 Each Occurrence \$2,000,000 General Aggregate* \$2,000,000 Products & Completed Operations Aggregate * Including contractual liability, waiver of subrogation, primary and noncontributory. Schedule of Endorsements must be provided. GL Policy Number must be listed.
Automobile Liability Required for all Owned Autos or must provide 'Hired & Non-Owned Auto' coverage.	\$1,000,000 Combined Single Limit* OR \$1,000,000 Bodily Injury per Accident \$1,000,000 Bodily Injury per Person \$1,000,000 Property Damage * Including waiver of subrogation in favor of Central Piedmont.
Umbrella Liability Additional coverage that can be combined to meet requirements:	\$3,000,000 Per Occurrence \$3,000,000 Aggregate
Workers' Compensation	State Statutory Limits* Employer Liability \$500,000 Each Accident* \$500,000 Disease Policy Limit \$500,000 Disease Each Employee * Including waiver of subrogation in favor of Central Piedmont.
Additional Insured Central Piedmont Community College (Attach Additional Insured Endorsement evidencing coverage of Ongoing Operations and Completed Operations for the additional insured)	Coverage must be primary and noncontributory above any other insurance Central Piedmont Community College may carry. Waiver of Subrogation on all policies in favor of Central Piedmont Community College. Make subcontractor's insurance primary.
Professional Liability (Errors and Omissions) If professional services are being provided.	\$1,000,000 Per Occurrence
Cyber Insurance Liability	\$1,000,000 Per Occurrence * Including information security & privacy liability.

Certificates of Insurance Must Indicate the Following:

1. Central Piedmont Community College needs to be listed as the Additional Insured:

- a. Central Piedmont Community College (Attach Additional Insured Endorsement evidencing coverage of Ongoing Operations and Completed Operations for the additional insured)
 - Coverage must be primary and noncontributory above any other insurance Central Piedmont Community College may carry.
 - Waiver of Subrogation on all policies in favor of Central Piedmont Community College.
 - Make subcontractor's insurance primary.
2. Central Piedmont Community College needs to be listed as the Certificate Holder:
Central Piedmont Community College
Attention: Enterprise Risk Management
PO Box 35009
Charlotte, NC 28235-5009
Physical address: 1425 Elizabeth Avenue, Charlotte, NC 28204
3. Central Piedmont Community College requires a COI which shows General Liability, Workers' Compensation, Automobile Liability and Umbrella Liability coverages. (The minimum coverages accepted are listed for each.)
 - a. Enterprise Risk Management may opt to waive the requirements for Automobile Liability or the Workers' Compensation, depending on the scope and scale of the job or event.
 - b. Enterprise Risk Management may opt to waive the requirements for Umbrella Liability in addition to the GL, depending on the GL coverage as well as the scope and scale of the job or event.
4. Carrier and effective/expiration date must be shown on all coverages listed on COI.
5. If a service is being rendered where there is access to secure areas of the college, then Crime Coverage (performance or similar bond) may be required.
6. If the service being rendered involves waste removal of any kind, Enterprise Risk Management needs to see Pollution Liability as well as Transportation Liability.
7. If any products and/or services related to information technology (including hardware and/or software) are provided to Central Piedmont Community College, Cyber Liability will be required. Additionally, network security liability arising from the unauthorized access to, use of, or tampering with computer systems, including hacker attacks or inability of an authorized third party to gain access to your services, including denial of service, unless caused by a mechanical or electrical failure.
8. There may be instances where Enterprise Risk Management will require additional insurance and/or coverages based on the service(s) provided.

▪ **ATTACHMENT I: POSITION REQUEST FORM (FOR EXAMPLE/REFERENCE – NOT FOR RESPONSE)**

CENTRAL PIEDMONT COMMUNITY COLLEGE
POSITION REQUEST FORM – 88-230035-JE

TITLE: Temporary Staffing Services

ISSUE DATE:

POSITION:

DIVISION:

DUE DATE:

NOTICE TO OFFERORS

Emailed offers, subject to the conditions made a part hereof, will be received at **Individual email address** until **2:00 PM on Enter Date**, for delivering of the audit service as described herein.

Offers are subject to rejection unless submitted on this form.

EXECUTION

In compliance with this Statement of Work, and subject to all the conditions herein, the undersigned Vendor offers and agrees to furnish and deliver any or all items upon which prices are bid, at the prices set opposite each item within the time specified herein. By executing this Scope Statement, the undersigned Vendor certifies that this proposal is submitted competitively and without collusion (G.S. 143-54), that none of its officers, directors, or owners of an unincorporated business entity has been convicted of any violations of Chapter 78A of the General Statutes, the Securities Act of 1933, or the Securities Exchange Act of 1934 (G.S. 143-59.2), and that it is not an ineligible Vendor as set forth in G.S. 143-59.1. False certification is a Class I felony. Furthermore, by executing this proposal, the undersigned certifies to the best of Vendor's knowledge and belief, that it and its principals are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal or State department or agency. As required by G.S. 143-48.5, the undersigned Vendor certifies that it, and each of its sub-Contractors for any Contract awarded as a result of this Scope Statement, complies with the requirements of Article 2 of Chapter 64 of the NC General Statutes. G.S. 133-32 and Executive Order 24 (2009) prohibit the offer to, or acceptance by, any State Employee associated with the preparing plans, specifications, estimates for public Contract; or awarding or administering public Contracts; or inspecting or supervising delivery of the public Contract of any gift from anyone with a Contract with the State, or from any person seeking to do business with the State. By execution of this response to the Scope Statement, the undersigned certifies, for Vendor's entire organization and its employees or agents, that Vendor is not aware that any such gift has been offered, accepted, or promised by any employees or agents of Vendor's organization.

Failure to execute/sign offer prior to submittal shall render the Scope Statement invalid.

VENDOR:		
STREET ADDRESS:	P.O. BOX:	ZIP:
CITY & STATE & ZIP:	TELEPHONE NUMBER:	TOLL FREE TEL. NO
PRINT NAME & TITLE OF PERSON SIGNING:	FAX NUMBER:	
AUTHORIZED SIGNATURE:	DATE:	E-MAIL:

Offer valid for ninety (90) days from date of response return.

ACCEPTANCE OF SCOPE STATEMENT

If any or all parts of this Scope Statement are accepted by the State of North Carolina, an authorized representative of the Central Piedmont Community College shall affix their signature hereto and this document, special terms and conditions specific to this Scope Statement, the specifications, and in accordance with contract 88-230035-JE. A copy of this acceptance will be forwarded to the successful Vendor(s).

FOR STATE USE ONLY

Offer accepted and contract awarded this ____ day of _____, 20____, as indicated on attached certification,
by _____ (Authorized representative of Central
Piedmont Community College)

SUBMISSION INSTRUCTIONS:

Emailed offers to **Individual email address** by 2:00 PM on **(insert date)**.

BASIS FOR REJECTION: Pursuant to **01 NCAC 05B .0501**, the State reserves the right to reject any and all offers, in whole or in part; by deeming the offer unsatisfactory as to quality or quantity, delivery, price or service offered; non-compliance with the requirements or intent of this solicitation; lack of competitiveness; error(s) in specifications or indications that revision would be advantageous to the State; cancellation or other changes in the intended project, or other determination that the proposed requirement is no longer needed; limitation or lack of available funds; circumstances that prevent determination of the lowest responsible or most advantageous offer; or any other determination that rejection would be in the best interest of the State.

TRAVEL: The state will not pay travel costs to and from the designated workplace for Vendor's personnel. In the event that Vendor personnel are required by the state to travel away from the regularly assigned work location to perform related tasks, the state will, upon preapproval, reimburse the Vendor in accordance with the North Carolina state travel guidelines in Chapter 5 of the North Carolina Budget Manual, which can be found at: <https://www.osbm.nc.gov/state-budget-manual>.

SECTION 1: SCOPE STATEMENT SCHEDULE**Scope Statement Questions**

Due Date: XX/XX/20XX
Time: 2:00 p.m. Eastern Time
Address: **Individual email address**

Instructions: Written questions will be received at **Individual email address** until date and time specified above. Please enter "Questions, Scope Statement # **Agency contact number**" as the subject for the email. Vendor will reference the scope statement section when submitting questions. Only written answers to submitted questions will constitute an official answer. The State will prepare responses to all written questions submitted as an addendum and shall provide via email to all Vendors on the eligibility list. Oral answers are not binding on the State.

Vendor contact regarding this Scope Statement with anyone other than **Agency contact person name** may be grounds for rejection of said Vendor's offer. Agency contact regarding this Scope Statement with any Vendor may be grounds for cancellation of this Scope Statement.

Scope Statement Submittal

Due Date: XX/XX/20XX
Time: 2:00 p.m. Eastern Time
Email Address: **Individual email address**

Instructions: The Vendor, by making an offer, expressly represents that the specifications herein have been read and understood, and that the offer complies with all aspects. Any change that is received after the due date and time, and that is not specifically solicited by the State, shall be rejected.

Firm Offer: Prices and any other entry made hereon by the Vendor shall be considered firm and not subject to change.

SECTION 2: PURPOSE AND BACKGROUND

Give brief description of the purpose/ objective of the contract and requested services and describe how the services fit into the using agency's function or new initiatives that necessitate these services, issues needing to be resolved.

Enter job description information here.

SECTION 3: CONTRACT TERM

The contract shall have a term of Enter the months, years, etc., or until completion and acceptance by the college of all scope of work requirement, beginning on the date of contract award (the "Effective Date") [this may be added but in no event not longer than enter the months, years, if applicable. Or you can add renewal option is needed].

SECTION 4: POSSESSION AND REVIEW

During the evaluation period and prior to award, possession of the Scope Statements and accompanying information is limited to personnel of the College, and to the committee responsible for participating in the evaluation. Vendors who attempt to gain this privileged information, or to influence the evaluation process (i.e., assist in evaluation) will be in violation of purchasing rules and their offer will not be further evaluated or considered.

After award, the complete Scope Statement file will be available to any interested persons with the exception of trade secrets, test information or similar proprietary information as provided by statute and rule. Any proprietary or confidential information, which conforms to NC General Statute, 132-1.2 **must be clearly marked as such in the offer when submitted.**

SECTION 5: METHOD OF AWARD

Contract will be awarded based on best value. Prospective Vendors shall not be discriminated against on the basis of any prohibited grounds as defined by Federal and State law.

Offers will be evaluated, and award made, based on the below factors listed in descending order of importance:

- Candidate Qualifications and Experience (based on submitted resumes)
- Cost

While the intent of this Scope Statement is to award a Contract(s) to a single Vendor, the State reserves the right to make separate awards to different Vendors, to not award one or more-line items or to cancel this Scope Statement in its entirety without awarding a Contract, if it is considered to be most advantageous to the State to do so.

The status of a Vendor's e-Procurement Services account(s) shall be considered a relevant factor in determining whether to approve the award of a contract under this Scope Statement. Any Vendor with an E-Procurement Services account that is in arrears by 91 days or more at the time of proposal opening may, at the State's discretion, be disqualified from further evaluation or consideration.

The State reserves the right to waive any minor informality or technicality in proposals received.

SECTION 6: SCOPE STATEMENT EVALUATION PROCESS

All qualified proposals will be evaluated, and award will be made to the Vendor(s) determined in Central Piedmont Community College's sole discretion to be the best value.

At their option, the evaluators may request oral presentations or discussion with any or all Vendors for the purpose of clarification or to amplify the materials presented in any part of the proposal. Vendors are cautioned, however, that the evaluators are not required to request presentations or other clarification—and often do not; therefore, all Scope Statement responses should be complete and reflect the most favorable terms available from the Vendor.

Vendors are cautioned that this is a request for offers, not an offer or request to contract, and the State reserves the unqualified right to reject any and all offers at any time if such rejection is deemed to be in the best interest of the State.

The State reserves the right to reject all original offers and request one or more of the Vendors submitting proposals to submit a best and final offer (BAFO), based on discussions and negotiations with the State, if the State determines in its sole discretion this is in their best interest.

SECTION 7: TECHNICAL SPECIFICATIONS

- a. Position Service Category:
- b. Location of Work:
- c. Hours per Week:
- d. Invoicing:

Invoices will be submitted monthly and must include the individual's name, job title, hourly rate, number of hours worked and total amount per person.

- e. Scope of Work:

SECTION 7: VENDOR CONTRACT ADMINISTRATORS

The Contract Administrators are the persons to whom all required notices shall be given and to whom all matters relating to the administration or interpretation of this Scope Statement shall be addressed. The Vendor shall designate a Primary Contract Administrator, who shall be the Vendor's primary contact with the Agency for all issues regarding this Contract and an Alternate Contract Administrator.

- a. Vendor Primary Contact:

- i. Name and Title:
- ii. Telephone Number, office:
- iii. Address:
- iv. Email Address:

- b. Vendor Secondary Contact Alternate Contact:

- i. Name and Title:
- ii. Telephone Number, office:
- iii. Address:
- iv. Email Address:

SECTION 9: CANDIDATE QUALIFICATIONS AND EXPERIENCE

Vendor shall provide the names and qualifications of all personnel being submitted to meet the requirements of this Scope Statement, including their roles during the engagement, experience, qualifications and education. Resumes shall be provided to meet this requirement. Any staffing changes must be approved by Central Piedmont throughout the duration of the contract.

SECTION 10: COST (AND PROJECT HOURS)

Vendor must complete the information below. Failure to provide will result in rejection of Scope Statement.

Vendor shall offer a firm fixed price, all inclusive of labor, materials, general and administrative overhead, and profit. The total amount to be paid by Central Piedmont under this Contract shall not exceed the amount as stated in the master contract, in the table below. The State does not guarantee minimum or maximum number of hours.

Temporary Staffing Needs				
Position	Individual's Name	College's Billable Hourly Rate	Number of Hours per month	Total (\$) Amount per month (Rate x Staff x Hours)
		\$		\$
TOTAL Cost Not-to-Exceed (based on contract term noted in Section 2)				\$

▪ **LOBBYING ACTIVITY CERTIFICATION FOR FEDERAL GRANTS**

The Certification for Contracts, Grants, Loans, and Cooperative Agreements and the OMB Standard Form LLL are separate documents that can be found at the following link:

<https://ncadmin.nc.gov/documents/vendor-forms>

***** Failure to Return the Required Attachments May Eliminate
Your Response from Further Consideration *****